

Section II: Occupational Aptitude Pattern Structure

Manual for the USES
General Aptitude
Test Battery



U.S. Department of Labor
Ray Marshall, Secretary

Employment and Training Administration
Ernest G. Green

Assistant Secretary for Employment
and Training

U.S. Employment Service

William B. Lewis

Administrator

1979

Foreword

The General Aptitude Test Battery (GATB) was developed by the United States Employment Service and has been used since 1947 by State employment service offices. Since that time the GATB has been included in a continuing program of research to validate the tests against success in many different occupations. Because of its extensive research base, the GATB has come to be recognized as the best validated multiple aptitude test battery in existence for use in vocational guidance.

Many schools and other organizations have been authorized to use the GATB for counseling and research. Information regarding release of the GATB tests for these purposes may be obtained from State Employment Services.

The **Manual for the General Aptitude Test Battery** is published in four separate sections as follows:

Section I.—*Administration and Scoring*, contains the procedures for administration and scoring of the GATB, and conversion of the raw test scores to aptitude scores. Separate editions of Section I are published for Forms A and B and for Forms C and D.

Section II.—*Norms, Occupational Aptitude Pattern Structure*, contains the GATB occupational aptitude pattern structure which is used for counseling purposes. GATB norms for adults and 9th and 10th graders are shown for occupational families.

Section III.—*Development*, contains historical information on the development of the GATB; procedures for GATB occupational validation research; statistics on the relationships between the GATB and other tests; information on the effects of age, sex, minority group status, cultural exposure, disabilities and training on aptitude scores; information on the development of GATB norms for 9th and 10th graders; and guidelines for using GATB results.

Section IV.—*Norms, Specific Occupations*, contains GATB aptitude test norms used for selection for specific occupations. Also includes alphabetical and industrial indices of the many occupations for which norms have been developed.

Copies of *Manual* sections II, III and IV are available to the public from the Superintendent of Documents, Government Printing Office, Washington, D.C. 20402.

Table of Contents

	Page
1. Aptitudes Measured by the GATB	1
2. The Occupational Aptitude Pattern Structure and Its Use in Counseling	3
3. Occupational Aptitude Patterns and Se- lected Occupational Listings	10

1.

Aptitudes Measured by the GATB

The nine aptitudes measured by the GATB are listed below. The letter used as the symbol to identify each aptitude and the part or parts of the GATB measuring each aptitude are also shown.

Aptitude	Tests
G—Intelligence	Part 3—Three-Dimensional Space Part 4—Vocabulary Part 6—Arithmetic Reason
V—Verbal Aptitude	Part 4—Vocabulary
N—Numerical Aptitude	Part 2—Computation Part 6—Arithmetic Reason
S—Spatial Aptitude	Part 3—Three-Dimensional Space
P—Form Perception	Part 5—Tool Matching Part 7—Form Matching
Q—Clerical Perception	Part 1—Name Comparison
K—Motor Coordination	Part 8—Mark Making
F—Finger Dexterity	Part 11—Assemble Part 12—Disassemble
M—Manual Dexterity	Part 9—Place Part 10—Turn

The following are the definitions of the nine aptitudes measured by the GATB:

G—Intelligence.—General learning ability. The ability to "catch on" or understand instructions and underlying principles; the ability to reason and make judgments. Closely related to doing well in school. Measured by Parts 3, 4, and 6.

V—Verbal Aptitude.—The ability to understand meaning of words and to use them effectively. The ability to comprehend language, to understand relationships between words and to understand meanings of whole sentences and paragraphs. Measured by Part 4.

N—Numerical Aptitude.—Ability to perform arithmetic operations quickly and accurately. Measured by Parts 2 and 6.

S—Spatial Aptitude.—Ability to think visually of geometric forms and to comprehend the two-dimensional representation of three-dimensional objects. The ability to recognize the relationships resulting from the movement of objects in space. Measured by Part 3.

P—Form Perception.—Ability to perceive pertinent detail in objects or in pictorial or graphic material. Ability to make visual comparisons and discriminations and see slight differences in shapes and shadings of figures and widths and lengths of lines. Measured by Parts 5 and 7.

Q—Clerical Perception.—Ability to perceive pertinent detail in verbal or tabular material. Ability to observe differences in copy, to proofread words and numbers, and to avoid perceptual errors in arithmetic computation. A measure of speed of perception which is required in many industrial jobs even when the job does not have verbal or numerical content. Measured by Part 1.

K—Motor Coordination.—Ability to coordinate eyes and hands or fingers rapidly and accurately in making precise movements with speed. Ability to make a movement response accurately and swiftly. Measured by Part 8.

F—Finger Dexterity.—Ability to move the fingers, and manipulate small objects with the fingers, rapidly or accurately. Measured by Parts 11 and 12.

M—Manual Dexterity.—Ability to move the hands easily and skillfully. Ability to work with the hands in placing and turning motions. Measured by Parts 9 and 10.

The OAP Structure and Its Use in Counseling

This section of the Manual for the GATB contains GATB aptitude norms for use in counseling. The norms are applicable for use with all forms of the GATB, and separate levels of cutting scores have been established for adults, ninth graders, and tenth graders.

The aptitude norms are referred to as Occupational Aptitude Patterns (OAPs). Each OAP consists of the most important aptitudes, with associated critical scores, for a group of occupations which have similar aptitude requirements. The 1979 revision of the OAP structure contains 66 OAPs covering 97% of the non-supervisory occupations listed in the **Guide for Occupational Exploration** (U.S. Department of Labor 1979).

Applicability

The OAPs are closely related to the Work Groups of the **Guide for Occupational Exploration**. Table 1 lists the OAPs, the Work Group to which each applies, and the limits of specific occupational coverage for each OAP.

Table 1

Occupational Aptitude Patterns (OAPs) and Their Nonsupervisory Occupational Coverage in Work Groups of the **Guide for Occupational Exploration**

				LIMITS OF DOT OCCUPATIONS COVERAGE			
GUIDE FOR OCCUPATIONAL EXPLORATION WORK GROUP				APPLICABLE DATA CODES*	OCCUPATIONS IN WORK GROUP		
OAP	ADULT GATB NORMS	CODE	TITLE		TOTAL	OAP APPLIES	%
1	G100 V100 Q100	01.01	Literary Arts	0	18	16	89
2	G100 S100 P85	01.02	Visual Arts	all	45	45	100
3	G100 V100	01.03	Performing Arts: Drama	0-2	25	23	92
4	G110 V100 Q100	01.04	Performing Arts: Music	0	13	13	100
5	G100 S95	01.05	Performing Arts: Dance	all	4	4	100
6	S90 P85 M85	01.06	Craft Arts	2-6	169	163	96
7	G115 V105 N110 S110	02.01	Physical Sciences	all	28	28	100
8	G115 V105 N110 S110	02.02	Life Sciences	all	50	50	100
9	G115 V105 N110 S110	02.03	Medical Sciences	0-1	47	44	90
10	G105 N100	02.04	Laboratory Technology	2-3	82	66	80
11	G100 N90	03.01	Managerial Work: Plants and Animals	1-3	50	49	98
12	G95 M85	03.03	Animal Training and Service	2	14	5	36
13	K85 M85	03.03	Animal Training and Service	3-6	14	9	64
14	K85 M80	03.04	Elemental Work: Plants and Animals	all	154	154	100
15	G100 Q95	04.01	Safety and Law Enforcement	all	45	44	98

Table 1

Occupational Aptitude Patterns (OAPs) and Their Nonsupervisory Occupational Coverage in Work Groups of the *Guide for Occupational Exploration*

LIMITS OF DOT OCCUPATIONS COVERAGE						
GUIDE FOR OCCUPATIONAL EXPLORATION WORK GROUP				APPLICABLE DATA CODES*	OCCUPATIONS IN WORK GROUP	
OAP	ADULT GATB NORMS	CODE	TITLE		TOTAL	OAP APPLIES %
16	G95	04.02	Security Services	1-3	55	25 45
17	G115 N105 S110	05.01	Engineering	0-1	161	152 94
18	G105 V100 N100 S95	05.02	Managerial Work: Mechanical	all	67	67 100
19	G105 N100 S100	05.03	Engineering Technology	1-2	139	111 80
20	G105 N100 S100	05.04	Air and Water Vehicle Operation	1-2	24	21 88
21	S90 P85 M85	05.05	Craft Technology	2-6	590	582 99
22	N90 S90 P85	05.07	Quality Control	1-2	68	26 38
23	S85 P80 M85	05.08	Land and Motor Vehicle Operation	all	38	38 100
24	G95 N85 Q90	05.09	Materials Control	1-4	147	87 59
25	Q85 K85	05.09	Materials Control	5	147	34 23
26	S85 P80 M85	05.10	Crafts	1-4	383	246 64
27	P80 K85 M85	05.10	Crafts	5-6	383	137 36
28	S85 P80 M85	05.11	Equipment Operation	all	128	128 100
29	K85 M80	05.12	Elemental Work: Mechanical	all	417	417 100
30	N85 S90 P85	06.01	Production Technology	1-2	368	92 25
31	S85 P85 M85	06.01	Production Technology	3-6	368	276 75
32	P80 K85 M85	06.02	Production Work	all	1,565	1,565 100
33	P80 K85 M85	06.03	Quality Control	all	552	552 100
34	K85 F80 M80	06.04	Elemental Work: Industrial	all	3,894	3,894 100
35	G100 N95 Q100	07.01	Administrative Detail	all	60	60 100
36	G95 N90 Q100	07.02	Mathematical Detail	all	99	99 100
37	G95 N90 Q100	07.03	Financial Detail	all	25	25 100
38	G95 Q95	07.04	Oral Communications	all	99	99 100
39	G95 Q95	07.05	Records Processing	all	146	146 100
40	G95 Q100 K95	07.06	Clerical Machine Operation	all	38	38 100
41	Q90 K85	07.07	Clerical Handling	all	35	35 100
42	G100 V100 N95 Q100	08.01	Sales Technology	all	60	60 100
43	G95 N90 Q90	08.02	General Sales	all	141	141 100
44	K85 M80	08.03	Vending	all	7	7 100
45	G95	09.01	Hospitality Services	all	32	32 100
46	S85 P85 K90 M85	09.02	Barber and Beauty Services	all	6	6 100
47	S85 M85	09.03	Passenger Services	all	9	9 100
48	K85 M80	09.05	Attendant Services	4-6	64	56 88
49	G105 V100 N100 Q95	10.01	Social Services	all	29	29 100
50	G105 V100	10.02	Nursing, Therapy, and Specialized Teaching Services	all	48	48 100
51	G95	10.03	Child and Adult Care	all	32	32 100
52	G115 V100 N110 S100	11.01	Mathematics and Statistics	0-1	21	19 90
53	G100 V100 N95 Q100	11.02	Educational and Library Services	1-2	48	36 75
54	G95 Q95	11.02	Educational and Library Services	3	48	12 25
55	G110 V100 N105	11.03	Social Research	0-1	33	26 79
56	G100 V100 N95 Q100	11.03	Social Research	2-3	33	7 21
57	G110 V100 N105	11.04	Law	1	27	21 78
58	G100 V100 N95 Q100	11.04	Law	2	27	6 22
59	G105 V95 N100 Q100	11.05	Business administration	all	115	115 100

Table 1

Occupational Aptitude Patterns (OAPs) and Their Nonsupervisory Occupational Coverage in Work Groups of the **Guide for Occupational Exploration**

					LIMITS OF DOT OCCUPATIONS COVERAGE			
GUIDE FOR OCCUPATIONAL EXPLORATION WORK GROUP					APPLICABLE DATA CODES*	OCCUPATIONS IN WORK GROUP		
OAP	ADULT GATB NORMS	CODE	TITLE			TOTAL	OAP APPLIES	%
61	G105 V95 N100 Q100	11.07	Services Administration		all	66	66	100
62	G100 V100 N95 Q100	11.08	Communications		all	19	19	100
63	G105 V95 N100 Q100	11.09	Promotion		all	20	20	100
64	G105 N95 Q95	11.10	Regulations Enforcement		1-2	48	45	94
65	G100 V95 N95 Q100	11.11	Business Management		all	72	72	100
66	G100 V95 N95 Q100	11.12	Contracts and Claims		all	34	34	100

***This refers to the 4th digit of the 9-digit DOT code shown for each occupation in the Guide for Occupational Exploration Work Group listings of occupations. The OAP applies to all of the nonsupervisory occupations with the 4th digit DOT codes indicated.**

The following points about Table 1 should be noted:

- Some OAPs apply to all of the non-supervisory occupations within the Work Groups to which they relate. Other OAPs have somewhat more limited applicability, as indicated by the "applicable DOT data codes" for the Work Group to which the OAP applies. Only occupations with these Data codes (fourth digit of the nine-digit DOT code) are covered by the OAP. For example, Table 1 indicates that OAP 1 is applicable only to occupations in Work Group 01.01 which have "O" data codes. Thus, Playwright 131.067-038 is covered by OAP 1 because it is in Work Group 01.01 and the data code (4th digit) is "O". However, OAP 1 does not apply to Producer 187.167-174, which is also in Work Group 01.01, because it does not have a "O" in the 4th digit of its DOT code. The reason for not extending OAP coverage to *all* non-supervisory occupations was that the research did not indicate positive confirmation of OAP norms applicability to a relatively few occupations with atypical Data codes.
- It was not possible to develop OAPs for 7 of the 66 Work Groups because of the variability of aptitude requirements within these groups.
- It was necessary to establish two OAPs for each of 7 Work Groups to reflect adequately the difference in aptitude level requirements of occupations in the Work Group.

OAP users should be aware that the aptitude requirements for supervisors and workers may be somewhat different. Thus, the OAPs do not apply to

Table 2

Tenth Grade Aptitude Cutting Scores Corresponding to Adult Cutting Scores

Adults Score	Aptitudes of the GATB									
	G	V	N	S	P	Q	K	F	M	
130	125	124	124	128	129	125	123	124	124	
125	120	120	119	123	124	120	118	120	119	
120	116	115	114	118	119	115	113	115	114	
115	111	110	109	113	113	111	108	110	109	
110	106	106	104	109	108	106	103	105	104	
105	101	101	100	104	102	101	99	100	99	
100	96	97	94	99	97	96	94	95	94	
95	91	92	90	94	92	91	89	90	89	
90	86	88	85	89	86	86	84	85	84	
85	81	83	80	84	81	82	79	80	79	
80	76	78	75	80	76	77	74	75	74	
75	71	74	70	75	70	72	69	70	69	
70	66	69	65	70	65	67	64	65	64	
65	61	65	60	65	60	63	59	60	59	
60	56	60	55	60	54	58	54	56	54	

Table 3

Ninth Grade Aptitude Cutting Scores Corresponding to Adult Cutting Scores

Adult Score	Aptitudes of the GATB									
	G	V	N	S	P	Q	K	F	M	
130	121	118	121	124	124	119	118	121	120	
125	117	114	117	120	119	115	113	116	115	
120	112	110	112	115	114	110	108	111	110	
115	107	106	107	110	108	105	103	106	105	
110	102	101	103	106	103	101	98	101	100	
105	98	97	98	101	98	96	93	96	95	
100	93	93	93	96	92	92	88	91	91	
95	88	89	88	91	87	87	83	87	86	
90	83	84	83	87	82	83	78	82	81	
85	79	80	79	82	76	78	73	77	76	
80	74	76	74	77	71	73	68	72	71	
75	69	72	70	73	66	69	64	67	66	
70	64	68	65	68	60	64	59	62	62	
65	60	63	60	63	55	60	54	57	57	
60	55	59	55	58	50	55	49	52	52	

though Editor, Publication 132.037-022 is in Work Group 01.01, OAP 1 does not apply to this occupation because of its supervisory nature, as indicated by the "3" in the 5th digit of the DOT code. Instructors and helpers may also have somewhat different aptitude requirements from other workers. These occupations can be identified by their titles.

Tables 2 and 3 show Ninth and Tenth grade aptitude scores corresponding to adult cutting scores.

tion during high school (U.S. Department of Labor 1970). These tables are the basis for determining the 9th and 10th grade cutting scores corresponding to adult cutting scores for OAPs and SATBs.

Matching Scores with Norms

The Standard Error of Measurement (SE_m) of a test is an index of the reliability of individual scores on the test. The SE_m is expressed in the same units as the test score itself. The following SE_m 's have been established for the nine aptitudes of the GATB (U.S. Department of Labor 1970):

G-6 points	Q-9 points
V-6 points	K-7 points
N-6 points	F-12 points
S-8 points	M-11 points
P-9 points	

The individual's GATB scores are compared with norms for an OAP and a letter grade "H" "M" or "L" is assigned for the occupation. The procedure for assigning a letter grade is as follows:

1. If the individual's obtained scores meet or exceed all three of the norms, a letter grade of "H" is assigned.
2. If the individual's obtained scores plus one standard error of measurement (SE_m) meet or exceed all three of the norms, a letter grade of "M" is assigned.
3. If the individual's scores are below the requirements for an "M", the letter grade "L" is assigned.

Examples of the Scoring Procedure Are Below:

	G	V	N	S	P	Q	K	F	M	Letter grade
Individual's Obtained Scores	81	80	82	85	90	93	91	82	85	
1 SE_m	6	6	6	8	9	9	7	12	11	
Obtained Scores + 1 SE_m	87	86	88	93	99	102	98	94	96	
OAP 46 norms				85	85		90		85	H
OAP 6 norms				90	85				85	M
OAP 22 norms			90	90	85					L

For OAP-46, the obtained scores meet or exceed all four of the norms. Therefore, the letter grade is "H". For OAP-6, the obtained scores do not meet all the norms. (The Aptitude S score of 85 is below the norm of 90.) However, the obtained score plus 1 SE_m (93 for Aptitude S) exceeds the norms. Therefore, the letter grade is "M". For OAP-22, neither the obtained scores nor the obtained scores plus 1 SE_m meet the norms. (The Aptitude N score plus 1 SE_m is 88, which is below the norm of 90 for Ap-

Card, are described in Section I of the **Manual for the General Aptitude Test Battery** (U.S. Department of Labor, in press).

Interpretation

The interpretation of OAP letter grades is as follows:

- H**—The individual's scores equal or exceed those of workers judged to be satisfactory in the occupations. If also qualified on the basis of factors other than aptitudes, there is a good probability that he/she will do well on the job.
- M**—The individual's scores are close to those of workers judged to be satisfactory in the occupations. However, the chances of doing well on the job are somewhat lower than that of persons in the "H" category.
- L**—The individual's scores are similar to or below those of workers found to be unsatisfactory in the occupation. The probability of being satisfactory on the job is low and he/she should be considered for other jobs which utilize stronger aptitudes.

Aptitude G (General Learning Ability) as a Predictor of College Success

Research done on the relationship between performance on the GATB and academic success in college has resulted in the following Aptitude G norms for different types of college, as follows:

Type of college	GATB minimum Aptitude G score
Junior college—a college in which a degree or certificate is granted after 2 years of study	100
4-year college—a college offering courses which usually lead to a bachelor's degree after 4 years of study	110
Professional college—a college offering highly specialized professional courses such as medicine, dentistry, and engineering	120

For detailed information on the relationship of the GATB to success in college, see Section III of the **Manual for the General Aptitude Test Battery** (U.S. Department of Labor 1970).

Note on Use of SATBs in Counseling

Specific Aptitude Test Batteries (SATBs) (U.S. Department of Labor, in press) are used primarily in selection situations in which applicants for a particular job are to be screened partly on the basis of their aptitude qualifications. Thus, whenever the counselee becomes a candidate for a specific job opening for which an SATB is available and appropriate, the SATB should be used to determine aptitude qualifications. There may be some other situations where SATBs would be useful in the counseling process. For example, SATBs used in applicant screening for employers in a particular local office might be applied to a counselee's aptitude profile to determine which of the SATB-covered jobs could be referral possibilities. In general, the OAPs should be the primary basis for determining aptitude qualifications of counselees, but SATBs may be applied selectively whenever their use would enhance opportunities for suitable placement in a specific job. Such selective use requires considerable judgment on the part of the counselor.

3. Occupational Aptitude Patterns and Selected Occupational Listings

Chapter 2 describes the OAPs and their applicability to Work Groups of the **Guide for Occupational Exploration**. No additional information is required to apply the OAP system operationally. However, some counselors may not have access to the **Guide for Occupational Exploration**. And others might prefer to work with a more limited listing of occupations in the initial stages of test interpretation process. For these reasons, it was decided to include in Section II a separate chapter providing selected listings of occupations for the OAPs. The criteria for the selection of occupations to be listed were as follows:

- Include only occupations which meet applicability standards indicated in Table 1.
- Include occupations which have relatively high employment and job opportunity rates, as reflected in Bureau of Labor Statistics and Bureau of Census data.
- Include emerging new occupations.
- Include occupations needed to make the list representative of the range of occupations in a Work Group.

The selection of the occupations to be listed was facilitated by making use of the research done by Appalachia Educational Laboratory, Inc. to develop the occupational listings included in the **Worker Trait Group Guide** (Winefordner 1978).

The OAPs and selected lists of occupations covered are shown on the following pages. The total number of occupations included in these lists is: 2,556 as compared to 10,993 nonsupervisory occupations listed in the **Guide for Occupational Exploration**. For occupations not listed on these pages, the counselor should consult the **Guide**, using the applicability standards shown in Table 1.

References

- U.S. Department of Labor. *Manual for the USES General Aptitude Test Battery*, Section III: Development. Washington, D.C.: U.S. Government Printing Office, 1970.
- U.S. Department of Labor. *Guide for Occupational Exploration*. Washington, D.C.: U.S. Government Printing Office, 1979.
- U.S. Department of Labor. *Manual for the USES General Aptitude Test Battery*, Section I: Administration and Scoring. Washington, D.C.: U.S. Government Printing Office, in press.
- U.S. Department of Labor. *Manual for the USES General Aptitude Test Battery*, Section IV: Specific Aptitude Test Batteries. Washington, D.C.: U.S. Government Printing Office, in press.
- Winefordner, David W. *Worker Trait Group Guide*. Bloomington, Illinois: McKnight Publishing Company, 1978.

OAP-1

Literary Arts

01.01

GATB NORMS

Aptitudes	Adult	Cutting Scores	
		Grade 10	Grade 9
G (General Learning Ability)	100	96	93
V (Verbal Aptitude)	100	97	93
Q (Clerical Perception)	100	96	92

Occupations in Literary Arts

Copy Writer	131.067-014
Critic	131.067-018
Editor, Book	132.067-014
Editorial Writer	131.067-022
Playwright	131.067-038
Writer, Prose, Fiction and Nonfiction	131.067-046

OAP-2

Visual Arts

01.02

GATB Norms

Aptitudes	Adult	Cutting Scores	
		Grade 10	Grade 9
G (General Learning Ability)	100	96	93
S (Spatial Aptitude)	100	99	96
P (Form Perception)	85	81	76

Occupations in Visual Arts

Audiovisual Production Specialist	149.061-010
Cartoonist	141.061-010
Cloth Designer	142.061-014
Clothes Designer	142.061-018
Commercial Designer	141.081-014
Creative Director	141.067-010
Display, Merchandise	298.081-010
Fashion Artist	141.061-014
Floral Designer	142.081-010
Fur Designer	142.081-014
Graphic Designer	141.061-018
Illustrator	141.061-022
Illustrator, Medical and Scientific	141.061-026
Industrial Designer	142.061-026
Interior Designer	142.051-014
Memorial Designer	142.061-030
Painter	144.061-010
Photographer Helper	976.667-010
Photographer, Motion Picture	143.062-022
Photographer, Still	143.062-030
Photojournalist	143.062-034
Sculptor	144.061-018
Set Decorator	142.061-042
Set Designer	142.061-050
Teacher, Art	149.021-010

OAP-5
Performing Arts:
Dance
01.05

GATB Norms

Aptitudes	Adult	Cutting Scores	
		Grade 10	Grade 9
G (General Learning Ability)	100	96	93
S (Spatial Aptitude)	95	94	91

Occupations in
Performing Arts: Dance

Choreographer	151.027-010
Dancer	151.047-010
Instructor, Dancing	151.027-014

OAP-6

Craft Arts

01.06

GATB Norms

Aptitudes	Adult	Cutting Scores	
		Grade 10	Grade 9
S (Spatial Aptitude)	90	89	87
P (Form Perception)	85	81	76
M (Manual Dexterity)	85	79	76

Occupations in Craft Arts

Airbrush Artist	970.281-010
Carver, Hand	761.281-010
Decorator	298.381-010
Decorator	524.381-014
Engraver, Hand, Soft Metals	704.381-030
Etcher	704.684-010
Etcher, Photoengraving	971.381-014
Form Designer	970.361-010
Glass Bender	772.381-010
Jeweler	700.281-010
Letterer	970.661-014
Lithographic Plate Maker	972.381-010
Milliner	784.261-010
Model Maker	709.381-018
Museum Technician	102.381-010
Painter, Hand	970.381-022
Painter, Sign	970.381-026
Photoengraver	971.381-022
Photoengraving Finisher	971.381-030
Photoengraving Printer	971.381-034
Photographer, Lithographic	972.382-014
Photographer, Photoengraving	971.382-014
Photograph Retoucher	970.281-018
Picture Framer	739.684-146
Process Artist	972.281-010
Sign Writer, Hand	970.281-022
Silversmith	700.281-022
Sound Cutter	962.382-014
Stripper	971.381-050
Taxidermist	199.261-010
Transferrer	972.381-026
Wig Dresser	332.361-010

OAP-7

Physical Sciences

02.01

GATB Norms

Aptitudes	Adult	Cutting Scores	
		Grade 10	Grade 9
G (General Learning Ability)	115	111	107
V (Verbal Aptitude)	105	101	97
N (Numerical Aptitude)	110	104	103
S (Spatial Aptitude)	110	109	106

Occupations in Physical Sciences

Astronomer	021.067-010
Chemist	022.061-010
Computer-Applications Engineer	020.062-010
Environmental Analyst	029.081-010
Geodesist	024.061-014
Geographer	029.067-010
Geographer, Physical	029.067-014
Geologist	024.061-018
Geophysical Prospector	024.061-026
Geophysicist	024.061-030
Hydrologist	024.061-034
Mathematician	020.067-014
Metallurgist, Physical	011.061-022
Meteorologist	025.062-010
Mineralogist	024.061-038
Petrologist	024.061-046
Physicist	023.061-014
Physicist, Theoretical	023.067-010
Project Manager, Environmental Research	029.167-014
Seismologist	024.061-050
Stratigrapher	024.061-054

OAP-8

Life Sciences

02.02

GATB Norms

Aptitudes	Adult	Cutting Scores	
		Grade 10	Grade 9
G (General Learning Ability)	115	111	107
V (Verbal Aptitude)	105	101	97
N (Numerical Aptitude)	110	104	103
S (Spatial Aptitude)	110	109	106

Occupations in Life Sciences

Agronomist	040.061-010
Anatomist	041.061-010
Animal Scientist	040.061-014
Anthropologist, Physical	055.067-014
Aquatic Biologist	041.061-022
Biochemist	041.061-026
Biologist	041.061-030
Biomedical Engineer	019.061-010
Biophysicist	041.061-034
Botanist	041.061-038
Chemist, Food	022.061-014
Dairy Technologist	040.061-022
Dietitian, Research	077.061-010
Entomologist	041.061-046
Food Technologist	041.081-010
Geneticist	041.061-050
Histopathologist	041.061-054
Horticulturist	040.061-038
Microbiologist	041.061-058
Mycologist	041.061-062
Parasitologist	041.061-070
Pathologist	070.061-010
Pharmacologist	041.061-074
Physiologist	041.061-078
Plant Pathologist	041.061-086
Range Manager	040.061-046
Soil Conservationist	040.061-054
Soil Scientist	040.061-058
Veterinary Anatomist	073.061-014
Wood Technologist	040.061-062
Zoologist	041.061-090

OAP-9

Medical Sciences

02.03

GATB Norms

Aptitudes	Adult	Cutting Scores	
		Grade 10	Grade 9
G (General Learning Ability)	115	111	107
V (Verbal Aptitude)	105	101	97
N (Numerical Aptitude)	110	104	103
S (Spatial Aptitude)	110	109	106

Occupations in Medical Sciences

Anesthesiologist	070.101-010
Audiologist	076.101-010
Chiropractor	079.101-010
Dentist	072.101-010
Dermatologist	070.101-018
General Practitioner	070.101-022
Gynecologist	070.101-034
Intern	070.101-038
Internist	070.101-042
Medical Officer	070.101-046
Obstetrician	070.101-054
Ophthalmologist	070.101-058
Optometrist	079.101-018
Oral Pathologist	072.061-010
Oral Surgeon	072.101-018
Orthodontist	072.101-022
Osteopathic Physician	071.101-010
Pediatrician	070.101-066
Pedodontist	072.101-026
Periodontist	072.101-030
Physiatrist	070.101-070
Physician, Head	070.101-074
Physician, Occupational	070.101-078
Podiatrist	079.101-022
Prosthodontist	072.101-034
Psychiatrist	070.107-014
Radiologist	070.101-090
Speech Pathologist	076.107-010
Surgeon 1	070.101-094
Urologist	070.101-098
Veterinarian	073.101-010

OAP-10

Laboratory Technology

02.04

GATB Norms

Aptitudes	Adult	Cutting Scores	
		Grade 10	Grade 9
G (General Learning Ability)	105	101	98
N (Numerical Aptitude)	100	94	93

Occupations in Laboratory Technology

Assayer	022.281-010
Biological Aide	049.384-010
Cephalometric Analyst	078.384-010
Chemical-Laboratory Technician	022.261-010
Chemistry Technologist	078.261-010
Criminalist	029.281-010
Cytotechnologist	078.281-010
Decontaminator	199.384-010
Embalmer	338.371-014
Film Laboratory Technician 1	976.381-010
Fingerprint Classifier	375.387-010
Food Tester	029.361-014
Laboratory Tester	022.281-018
Laboratory Tester	029.261-010
Medical-Laboratory Assistant	078.381-010
Medical-Laboratory Technician	078.381-014
Medical Technologist	078.361-014
Metallurgical Technician	011.261-010
Pilot-Control Operator	559-382-046
Quality-Control Technician	012.261-014
Scientific Helper	199.364-014
Tester	011.361-010
Tester	029.261-022
Tissue Technologist	078.361-030
Ultrasound Technologist	078.364-010
Weather Observer	025.267-014

OAP-11

Managerial Work:

Plants and Animals

03.01

GATB Norms

Aptitudes	Cutting Scores		
	Adult	Grade 10	Grade 9
G (General Learning Ability)	100	96	93
N (Numerical Aptitude)	90	85	83

Occupations in Managerial Work:

Plants and Animals

Animal Breeder	410.161-010
Beekeeper	413.161-010
Cruiser	459.378-010
Farmer, Cash Grain	401.161-010
Farmer, Diversified Crops	407.161-010
Farmer, Field Crop	404.161-010
Farmer, General	421.161-010
Farmer, Tree-Fruit-and-Nut Crops	403.161-010
Farmer, Vegetable	402.161-010
Field Contractor	162.117-022
Fish Farmer	446.161-010
Forester Aide	452.364-010
Fur Farmer	410.161-014
Game-Bird Farmer	412.161-010
General Manager, Farm	180.167-018
Horticultural-Specialty Grower, Field	405.161-014
Landscape Contractor	182.167-014
Landscape Gardener	408.161-010
Livestock Rancher	410.161-018
Manager, Dairy Farm	180.167-026
Manager, Fish Hatchery	180.167-030
Manager, Nursery	180.167-042
Poultry Farmer	411.161-018
Superintendent, Production	180.167-058
Tree Surgeon	408.181-010
Wildlife Control Agent	379.267-010

OAP-12

Animal Training and Service

03.03 (Data Code 2)

GATB Norms

Aptitudes	Adult	Cutting Scores	
		Grade 10	Grade 9
G (General Learning Ability)	95	91	88
M (Manual Dexterity)	85	79	76

Occupations in Animal Training and Service

Animal Trainer	159.224-010
Racehorse Trainer	153.224-014
Animal-Ride Manager	349.224-010

AP-13

Animal Training and Service

3.03 (Data Codes 3-6)

ATB Norms

Abilities	Cutting Scores		
	Adult	Grade 10	Grade 9
Motor Coordination)	85	79	73
(Manual Dexterity)	85	79	76

Occupations in Animal Training & Service

Animal Caretaker	410.674-010
Animal Keeper	412.674-010
Animal-Ride Attendant	349.674-010
Animal Groomer	418.677-010
Animal Groomer	418.674-010
Animal Trainer	418.381-010
Animal Attendant	410.674-022

OAP-14

Elemental Work: Plants and Animals

03.04

GATB Norms

Aptitudes	Adult	Cutting Scores	
		Grade 10	Grade 9
K (Motor Coordination)	85	79	73
M (Manual Dexterity)	80	74	71

Occupations in Elemental Work: Plants and Animals

Apple-Packing Header	920.687-010	Packer, Agricultural Produce	920.687-134
Artificial Inseminator	418.384-010	Poultry Debeaker	411.687-026
Bucker	454.684-010	Poultry Inseminator	411.384-010
Cemetery Worker	406.684-010	Poultry Tender	411.364-014
Chick Sexer	411.687-014	Shellfish-Bed Worker	446.684-014
Clam Sorter	446.687-010	Sorter, Agricultural Produce	529.687-186
Cowpuncher	410.674-014	Teamster	919.664-010
Dog Catcher	379.673-010	Trapper, Animal	461.684-014
Faller 1	454.384-010	Tree Cutter	454.684-026
Farm Machine Operator	409.683-010	Tree Planter	452.687-018
Farmworker, Dairy	410.684-010	Tree Pruner	408.684-018
Farmworker, Diversified Crops 1	407.663-010	Tree Trimmer	408.664-010
Farmworker, Fruit 1	403.683-010	Tree-Trimmer Helper	408.667-010
Farmworker, Fruit 2	403.687-010	Yard Worker	301.687-018
Farmworker, General 1	421.683-010		
Farmworker, General 2	421.687-010		
Farmworker, Grain 1	401.683-010		
Farmworker, Grain 2	401.687-010		
Farmworker, Livestock	410.664-010		
Farmworker, Poultry	411.584-010		
Farmworker, Rice	401.683-014		
Farmworker, Vegetable 1	402.663-010		
Farmworker, Vegetable 2	402.687-010		
Fisher, Line	442.684-010		
Fisher, Net	441.684-010		
Forest-Fire Fighter	452.687-014		
Forest Worker	452.687-010		
Groundskeeper, Industrial-Commercial	406.684-014		
Groundskeeper, Parks and Grounds	406.687-010		
Growth-Nedua Mixer, Mushroom	405.683-014		
Harvest Worker, Fruit	403.687-018		
Horticultural Worker 1	405.684-014		
Horticultural Worker 2	405.687-014		
Irrigator, Gravity Flow	409.687-014		
Laborer, Brush Clearing	459.687-010		
Laborer, Landscape	408.687-014		
Laborer, Poultry Hatchery	411.687-022		
Logger, All-Round	454.684-018		
Log Sorter	455.684-010		

OAP-15

Safety and Law Enforcement

04.01

GATB Norms

Aptitudes	Adult	Cutting Scores	
		Grade 10	Grade 9
G General Learning Ability)	100	96	93
Q (Clerical Perception)	95	91	87

Occupations in Safety and Law Enforcement

Detective	375.267-010
Detective Chief	375.167-022
Detective, Narcotics and Vice	375.267-014
Fire Chief	373.117-010
Fire Marshal	373.167-018
Fish and Game Warden	379.167-010
Guard, Chief	372.167-014
Harbor Master	375.167-026
Investigator, Private	376.267-018
Park Superintendent	188.167-062
Police Chief	375.117-010
Police Officer 1	375.263-014
Sheriff, Deputy	377.263-010
Special Agent	375.167-042
Special Agent-in-Charge	376.167-010
State-Highway Police Officer	375.263-018

OAP-16
Security Services
04.02

GATB Norms

Aptitudes	Cutting Scores		
	Adult	Grade 10	Grade 9
G (General Learning Ability)	95	91	88

Occupations in Security Services

Border Guard	375.363-010
Detective 1	376.367-014
Fire Inspector	373.367-010
Fire Ranger	452.367-014
Park Ranger	169.167-042
Police Officer 2	375.367-010

GATB Norms

Aptitudes	Cutting Scores		
	Adult	Grade 10	Grade 9
G (General Learning Ability)	115	111	107
N (Numerical Aptitude)	105	100	98
S (Spatial Aptitude)	110	109	106

Occupations in Engineering

Aerodynamist	002.061-010	Nuclear Engineer	015.061-014
Aeronautical-Design Engineer	002.061-022	Optical Engineer	019.061-018
Aeronautical Engineer	002.061-014	Optomechanical Technician	007.161-030
Aeronautical-Research Engineer	002.061-026	Ordnance Engineer	019.061-022
Aeronautical Test Engineer	002.061-018	Petroleum Engineer	010.061-018
Agricultural Engineer	013.061-010	Planning Engineer,	
Architect	001.061-010	Central Office Facilities	003.061-050
Architect, Marine	001.061-014	Plant Engineer	007.167-014
Automotive Engineer	007.061-010	Pollution-Control Engineer	019.081-018
Ceramic Engineer	006.061-014	Production Engineer	012.167-046
Chemical Engineer	008.061-018	Production Planner	012.167-050
Civil Engineer	005.061-014	Product-Safety Engineer	012.061-010
Configuration Management Analyst	012.167-010	Quality-Control Engineer	012.167-054
Director, Research and Development	189.117-014	Railroad Engineer	005.061-026
Electrical Engineer	003.061-010	Safety Engineer	012.061-014
Electrical Engineer, Power System	003.167-018	Safety Engineer, Mines	010.061-026
Electrical-Research Engineer	003.061-026	Sales Engineer,	
Electrical Technician	003.161-010	Aeronautical Products	002.151-010
Electrical Test Engineer	003.061-014	Sales-Engineer,	
Electronics Engineer	003.061-030	Electrical Products	003.151-010
Electronics Technician	003.161-014	Sales Engineer,	
Electronics-Test Engineer	003.061-042	Mechanical Equipment	007.151-010
Engineer-in-Charge, Transmitter	003.167-034	Sales Engineer, Mining-and-Oil-Well	
Fire-Protection Engineer	012.167-026	Equipment and Service	010.151-010
Forest Engineer	005.167-018	Sanitary Engineer	005.061-030
Health Physicist	079.021-010	Structural Engineer	005.061-034
Illuminating Engineer	003.061-046	Systems Engineer,	
Industrial Engineer	012.167-030	Electronic Data Processing	003.167-062
Landscape Architect	001.061-018	Time-Study Engineer	012.167-070
Laser Technician	019.181-010	Tool Designer	007.061-026
Logistics Engineer	019.167-010	Tool Planner	012.167-074
Manufacturing Engineer	012.167-042	Tool Programmer,	
Marine Engineer	014.061-014	Numerical Control	007.167-018
Mechanical-Design Engineer,		Transportation Engineer	005.061-038
Products	007.061-022	Welding Engineer	011.061-026
Mechanical Engineer	007.061-014		
Mechanical-Engineering Technician	007.161-026		
Metallurgist, Extractive	011.061-018		
Mining Engineer	010.061-014		

OAP-18

Managerial Work:

Mechanical

05.02

GATB Norms

Aptitudes	Adult	Cutting Scores	
		Grade 10	Grade 9
G (General Learning Ability)	105	101	98
V (Verbal Aptitude)	100	97	93
N (Numerical Aptitude)	100	94	93
S (Spatial Aptitude)	95	94	91

Occupations in Managerial Work: Mechanical

Appliance-Service Supervisor	187.167-010
Director, Quality Control	012.167-014
Dispatcher, Chief 1	184.167-038
General Supervisor	183.167-022
Maintenance Supervisor	184.167-050
Manager, Bulk Plant	181.117-010
Manager, Customer Technical Services	189.117-018
Manager, Food Processing Plant	183.167-026
Mine Superintendent	181.117-014
Production Superintendent	183.117-014
Representative, Personal Service	236.252-010
Superintendent, Building	187.167-190
Superintendent, Concrete-Mixing Plant	182.167-022
Superintendent, Construction	182.167-026
Superintendent, Electric Power	184.167-162
Superintendent, Drilling and Production	181.167-014
Superintendent, Maintenance	184.167-170
Superintendent, Maintenance	184.167-174
Superintendent, Maintenance	189.167-046
Superintendent, Oil-Well Services	010.167-018
Superintendent, Sanitation	188.167-098
Superintendent, Water-and-Sewer Systems	184.161-014
Supervisor of Communications	184.167-230
Supervisor, Mine	181.167-018
Supervisor, Sewer System	184.167-238
Supervisor, Waterworks	184.167-246
Tooling Coordinator, Production Engineering	169.167-054

OAP-19

Engineering Technology

05.03

GATB Norms

Aptitudes	Cutting Scores		
	Adult	Grade 10	Grade 9
G (General Learning Ability)	105	101	98
N (Numerical Aptitude)	100	94	93
S (Spatial Aptitude)	100	99	96

Occupations in Engineering Technology

Air Traffic Control Specialist, Station	193.162-014	Radiotelephone Operator	193.262-034
Air-Traffic-Control Specialist, Tower	193.162-018	Specification Writer	019.267-010
Chief Drafter	007.261-010	Surveyor Assistant, Instruments	018.167-034
Chief of Party	018.167-010	Surveyor, Geodetic	018.167-038
Construction Inspector	182.267-010	Surveyor, Marine	018.167-046
Detailer	017.261-018	Surveyor, Mine	018.167-050
Die-Drawing Checker	007.167-010	Technical Illustrator	017.281-034
Dispatcher	912.167-010	Tool-Drawing Checker	007.167-022
Drafter, Aeronautical	002.261-010	Traffic Technician	199.267-030
Drafter, Architectural	001.261-010	Transmitter Operator	193.262-038
Drafter, Assistant	017.281-018	Video Operator	194.282-010
Drafter, Automotive Design	017.281-022		
Drafter, Automotive Design Lay-Out	017.281-026		
Drafter, Cartographic	018.261-010		
Drafter, Civil	005.281-010		
Drafter, Commercial	017.261-026		
Drafter, Electrical	003.281-010		
Drafter, Electronic	003.281-014		
Drafter, Geological	010.281-014		
Drafter, Heating and Ventilating	017.261-034		
Drafter, Marine	014.281-010		
Drafter, Mechanical	007.281-010		
Drafter, Oil and Gas	017.281-030		
Drafter, Structural	005.281-014		
Engineering Assistant, Mechanical Equipment	007.161-018		
Estimator	160.267-018		
Estimator	166.261-018		
Field Engineer	193.262-018		
Flight Engineer	621.261-018		
Industrial Engineering Technician	012.267-010		
Inspector, Building	168.167-030		
Inspector, Quality Assurance	168.287-014		
Land Surveyor	018.167-018		
Material Scheduler	012.187-010		
Observer, Seismic Prospecting	010.161-018		
Packaging Engineer	019.187-010		

OAP-20 **Air and Water** **Vehicle Operation** **05.04**

GATB Norms

Aptitudes	Adult	Cutting Scores	
		Grade 10	Grade 9
G (General Learning Ability)	105	101	98
N (Numerical Aptitude)	100	94	93
S (Spatial Aptitude)	100	99	96

Occupations in Air and **Water Vehicle Operation**

Airplane Pilot	196.263-010
Airplane Pilot, Commercial	196.263-014
Check Pilot	196.263-022
Helicopter Pilot	196.263-038
Instructor, Flying 1	196.223-010
Master, Ship	197.167-010
Test Pilot	196.263-042

OAP-21

Craft Technology

05.05

GATB Norms

Aptitudes	Cutting Scores		
	Adult	Grade 10	Grade 9
S (Spatial Aptitude)	90	89	87
P (Form Perception)	85	81	76
M (Manual Dexterity)	85	79	76

Occupations in Craft Technology

Air-Conditioning Installer-Servicer, Window Unit	637.261-010	Diver	899.261-010
Air-Conditioning Mechanic	620.281-010	Dressmaker	785.361-010
Airframe-and-Power-Plant Mechanic	621.281-014	Drill-Press Set-Up Operator, Single Spindle	606.682-018
Alteration Tailor	785.261-010	Electrical-Appliance Servicer	827.261-010
Arc Cutter	816.364-010	Electrical Repairer	829.281-014
Assembler, Metal Building	801.381-010	Electrician	824.261-010
Automobile-Body Repairer	807.381-010	Electrician	825.281-014
Automatic-Equipment Technician	822.281-010	Electrician	825.381-030
Automotive-Maintenance-Equipment Servicer	620.281-018	Electrician, Airplane	825.281-018
Automobile Mechanic	620.261-010	Electrician, Automotive	825.281-022
Automobile Upholsterer	780.381-010	Electrician, Locomotive	825.281-026
Biomedical Equipment Technician	719.261-010	Electrician, Powerhouse	820.261-014
Blacksmith	610.381-010	Electric-Meter Repairer	729.281-014
Boatbuilder, Wood	860.381-018	Electric-Motor Repairer	721.281-018
Body Winer	829.684-014	Electronic-Organ Technician	828.261-010
Boilermaker 1	805.261-014	Electronic Assembler, Developmental	726.261-010
Boilermaker 2	805.381-010	Electronics Mechanic	828.281-010
Bookbinder	977.381-010	Electrotyper	974.381-010
Bricklayer	861.381-014	Elevator Constructor	825.361-010
Bricklayer	861.381-018	Elevator Repairer	825.281-030
Cable Installer-Repairer	821.361-010	Environmental-Control-System Installer-Servicer	637.261-014
Cable Splicer	829.361-010	Farm-Equipment Mechanic 1	624.281-010
Carpenter	860.381-022	Field Engineer	828.261-014
Carpenter, Bridge	860.381-030	Field-Service Representative	621.221-010
Carpenter, Maintenance	860.281-010	Fitter 1	801.261-014
Carpenter, Rough	860.381-042	Fixture Maker	600.380-010
Carpenter, Ship	860.281-014	Form Builder	693.280-010
Car Repairer	622.381-014	Form Builder	860.381-046
Cement Mason	844.364-010	Furnace Installer-and Repairer, Hot Air	869.281-010
Central-Office Installer	822.361-014	Furniture Finisher	763.381-010
Central-Office Repairer	822.281-014	Furniture Upholsterer	780.381-018
Construction-Equipment Mechanic	620.261-022	Furrier	783.261-010
Cook	313.361-014	Gas-Main Fitter	862.361-014
Dairy-Equipment Repairer	629.281-018	Gem Cutter	770.281-014
Die Maker, Bench, Stamping	601.281-010		

Instrument Maker	600.280-010	Reinforcing-Metal Worker	801.684-020
Instrument Mechanic	710.281-026	Repairer, Heavy	620.381.022
Joiner	860.381-050	Rigger	806.261-014
Lay-Out Worker	600.281-018	Rocket-Engine-Component Mechanic	621.281-030
Lay-Out Worker 1	809.281-010	Rug Repairer	782.381-018
Line Erector	821.361-018	Sample Stitcher	785.361-018
Line Installer-Repairer	822.381-014	Saw Filer	701.381-014
Line Maintainer	821.261-014	Scientific Glass Blower	006.261-010
Line Repairer	821.361-026	Service Mechanic,	
Locksmith	709.281-010	Compressed Gas Equipment	630.281-034
Machine Builder	600.281-022	Sheet-Metal Worker	804.281-010
Machine Repairer, Maintenance	626.281-010	Shipfitter	806.381-046
Machinist	600.280-022	Shipwright	860.381-058
Machinist, Experimental	600.280-038	Shoe Repairer	365.361-014
Machinist, Marine Engine	623.281-026	Shop Tailor	785.361-022
Machinist, Wood	669.380-014	Signal Maintainer	822.281-026
Maintenance Machinist	600.280-042	Small-Engine Mechanic	625.281-034
Maintenance Mechanic	620.281-046	Statistical-Machine Servicer	633.281-030
Maintenance Mechanic	636.281-014	Station Installer-and-Repairer	822.261-022
Maintenance Mechanic, Telephone	822.281-018	Steeple Jack	869.381-030
Manufacturer's Service		Stereotyper	974.382-014
Representative	638.261-018	Stonemason	771.381-014
Marble Setter	861.381-030	Street-Light Servicer	861.381-038
Mechanical-Test Technician	869.261-014	Structural-Steel Worker	824.381-010
Mechanic, Industrial Truck	620.281-050	Stucco Mason	801.361-014
Metal Fabricator	619.360-014	Taximeter Repairer	842.381-014
Millwright	638.281-018	Terrazzo Worker	710.281-038
Mold Maker, Die-Casting		Tile Setter	861.381-046
and Plastic Molding	601-280-030	Timber Framer	861.381-054
Monument Setter	861.361-014	Tool-and-Die Maker	869.381-034
Motorboat Mechanic	623.281-038	Tool Grinder 1	601.280-046
Motorcycle Repairer	620.281-054	Tool-Machine Set-Up Operator	701.381-018
Office-Machine Servicer	633.281-018	Tool Maker	601.280-054
Offset-Press Operator 1	651.482-010	Tool Maker, Bench	601.281-026
Oil-Burner-Servicer-and-Installer	862.281-018	Tractor Mechanic	620.281-058
Oil-Field Equipment Mechanic	629.381-014	Trouble Shooter 2	821.261-026
Optician	716.280-008	Truck-Body Builder	807.281-010
Optician	716.280-014	Tune-Up Mechanic	620.281-066
Optician, Dispensing 1	713.361-014	Upholstery Repairer	780.684-122
Ornamental-Iron Worker	809.381-022	Variety-Saw Operator	667.682-086
Orthotist	078.261-018	Web-Press Operator	651-362-030
Paperhanger	841.381-010	Welder, Arc	810.384-014
Parts Salvager	638.281-026	Welder-Assembler	819.381-010
Patternmaker, Metal	600.280-050	Welder, Combination	819.384-010
Patternmaker, Metal, Bench	693.281-018	Welder, Experimental	819.281-022
Patternmaker, Wood	661.281-022	Welder-Fitter	819.261-010
Piano Technician	730.281-038	Welder, Gas	811.684-014
Piano Tuner	730.361-010		
Pinsetter Adjuster, Automatic	829.381-010		
Pipe Fitter	862.261-010		
Pipe Fitter	862.381-018		
Pipe Fitter, Diesel Engine 1	862.361-018		
Pipe-Organ Tuner and Repairer	730.361-014		
Plasterer	842.361-018		
Plumber	862.381-030		
Press Maintainer	627.281-010		
Private-Branch-Exchange Repairer	822.281-022		
Proof-Press Operator	651.582-010		
Prosthetist	078.261-022		
Prosthetics Technician	712.381-038		
Public-Address Servicer	823.261-010		
Pump Servicer	630.281-018		
Radio Mechanic	823.261-018		
Refrigeration Mechanic	637.261-026		

OAP-22
Quality Control
05.07

GATB Norms

Aptitudes	Cutting Scores		
	Adult	Grade 10	Grade 9
N (Numerical Aptitude)	90	85	83
S (Spatial Aptitude)	90	89	87
P (Form Perception)	85	81	76

Occupations in Quality Control

Airplane Inspector	621.261-010
Automobile-Repair-Service Estimator	620.261-018
Bridge Inspector	869.287-010
Electrical Inspector	168.167-034
Elevator Examiner-and-Adjuster	825.261-014
Gravel Inspector	859.281-010
Inspector, Aircraft Launching and Arresting System	806.264-014
Inspector, Tool	601.281-022
Outside Production Inspector	806.281-046
Test Driver 2	806.283-010

OAP-23

Land and Water

Vehicle Operation

05.08

GATB Norms

Aptitudes	Adult	Cutting Scores	
		Grade 10	Grade 9
S (Spatial Aptitude)	85	84	82
P (Form Perception)	80	76	71
M (Manual Dexterity)	85	79	76

Occupations in Land and Water

Vehicle Operation

Ambulance Driver	913.683-010
Coin Collector	292.483-010
Concrete-Mixing-Truck Driver	900.683-010
Deckhand	911.687-022
Dump-Truck Driver	902.683-010
Escort-Vehicle Driver	919.663-022
Firer, Locomotive	910.363-010
Garbage Collector Driver	905.663-010
Hostler	909.663-010
Liquid-Fertilizer Servicer	906.683-014
Locomotive Engineer	910.363-014
Motor Operator	910.683-014
Newspaper-Delivery Driver	292.363-010
Tank-Truck Driver	903.683-018
Telephone-Directory-Distribution Driver	906.683-018
Tow-Truck Operator	919.663-026
Tractor-Trailer-Truck Driver	904.383-010
Truck Driver, Heavy	905.663-014
Truck Driver, Light	906.683-022
Van Driver	905.663-018
Yard Engineer	910.363-018

AP-24

Materials Control

.09 (Data Codes 1-4)

TB Norms

Aptitudes	Adult	Cutting Scores	
		Grade 10	Grade 9
General Learning Ability)	95	91	88
Numerical Aptitude)	85	80	79
Verbal Perception)	90	86	83

Occupations in Materials Control

Inventory Checker	222.367-010
Complaint Clerk	221.387-014
Stockodian, Athletic Equipment	969.367-010
Electronics Utility Worker	726.361-010
Printer, Printing	221.367-014
Inventory Clerk	222.387-026
Tracer	221.387-034
Dry Worker 3	369.387-010
Room Attendant	222.387-030
Material Clerk	222.387-034
Material Coordinator	221.167-014
Material Expediter	221.367-042
Order Detailer	221.387-046
Order Filler	222.487-014
Order-and-Stock Clerk	249.367-058
Inventory Helper	074.387-010
Production Coordinator	221.167-018
Inventory Correspondent	221.367-062
Shipping and Receiving Clerk	222.387-050
Order-Pricer	222.387-054
Inventory Clerk	222.387-058
Inventory Clerk, Self-Service Store	299.367-014
Inventory Crib Attendant	222.367-062

OAP-23
Materials Control
05.09 (Data Code 5)

GATB Norms

Aptitudes	Cutting Scores		
	Adult	Grade 10	Grade 9
Q (Clerical Perception)	85	82	78
K (Motor Coordination)	85	79	73

Occupations in Materials Control

Chart Changer	221.584-010
Kitchen Clerk	222.587-022
Laboratory Clerk	222.587-026
Mailer	222.587-030
Marker	209.587-034
Meter Reader	209.567-010
Tallier	221.587-030
Ticketer	229.587-018

OAP-26

Crafts

05.10 (Data Codes 1-4)

GATB Norms

Aptitudes	Cutting Scores		
	Adult	Grade 10	Grade 9
S (Spatial Aptitude)	85	84	82
P (Form Perception)	80	76	71
M (Manual Dexterity)	85	79	76

Occupations in Crafts

Adjuster, Electrical Contacts	724.381-010	Lather	842.361-010
Air-Conditioning Installer, Domestic	827.464-010	Laundry-Machine Mechanic	629.261-010
Airport Attendant	912.364-010	Light Technician	962.362-014
Attendant, Lodging Facilities	329.467-010	Maintenance Repairer, Building	899.381-010
Audio Operator	194.262-010	Maintenance Repairer, Factory or Mill	899.281-014
Automobile-Service-Station Attendant	915.467-010	Make-Up Arranger	973.381-026
Baker	313.381-010	Mechanic, Aircraft Accessories	621.381-014
Baker, Pizza	313.381-014	Motion-Picture Projectionist	960.362-010
Blaster	859.261-010	New-Car Get-Ready Mechanic	806.361-026
Blaster	931.261-010	Optician, Dispensing 2	299.474-010
Boat Outfitter	806.484-014	Ordnance Artificer	632.261-018
Brake Repairer	620.281-026	Painter	840.381-010
Carpenter Layer	864.381-010	Painter, Shipyard	840.381-018
Casting-Machine Operator	654.382-010	Painter, Transportation Equipment	845.381-014
Coin-Machine-Servicer Repairer	639.281-014	Parking-Meter Servicer	710.384-026
Color-Printer Operator	976.382-014	Photograph Finisher	976.487-010
Conveyor-Maintenance Mechanic	630.381-010	Pinsetter Mechanic, Automatic	638.261-022
Cook	305.281-010	Radio Repairer	720.281-010
Cook	315.361-010	Recording Engineer	194.362-010
Cook	315.381-010	Repairer, Manufactured Buildings	869.384-010
Cook, Mess	315.371-010	Repeat Chief	970.361-014
Cook, Pastry	313.381-026	Reproduction Technician	976.361-010
Cook, Railroad	315.381-018	Roofer	866.381-010
Cook, Short Order 1	313.361-022	Salad Maker	317.384-010
Cook, Specialty	313.361-026	Second Cook and Baker	315.381-026
Cook, Specialty, Foreign Food	313.361-030	Section-Plotter Operator	194.382-010
Custom Ski Maker	732.281-010	Service Manager	185.167-058
Drapery Hanger	869.484-014	Sewing-Machine Repairer	639.281-018
Electrical-Appliance Repairer	723.381-010	Shooter	931.361-014
Electrical Repairer	825.381-010	Telecine Operator	194.362-018
Engraver, Pantograph 1	704.382-010	Television Installer	823.361-010
Exterminator, Termite	383.364-010	Television-and-Radio Repairer	720.281-018
Farm-Equipment Mechanic 2	624.381-014	Thermal Cutter, Hand 1	816.464-010
Fire-Extinguisher Repairer	709.384-010	Tile Conduit Layer	861.381-062
Floor Layer	864.481-010	Transmission Mechanic	620.281-062
Formula-Room Worker	520.487-014	Trouble Shooter 1	952.364-010
Front-End Mechanic	620.281-038	Valve Repairer	630.381-030
Gas-Appliance Servicer	637.261-018		
Gas-Meter Mechanic 1	710.381-022		
Glazier	865.381-010		
House Repairer	869.381-010		

Crafts**05.10 (Data codes 5-6)****GATB Norms**

Aptitudes	Adult	Cutting Scores	
		Grade 10	Grade 9
P (Form Perception)	80	76	71
K (Motor Coordination)	85	79	73
M (Manual Dexterity)	85	79	76

Occupations in Crafts

Airframe-and-Power-Plant-Mechanic Helper	621.684-010	Used-Car Renovator	620.684-034
Appliance Repairer	723.584-010	Water-Softener Service-and-Installer	862.684-034
Bicycle Repairer	639.681-010	Welder, Tack	810.684-010
Blueprinting-Machine Operator	979.682-014		
Butcher, Chicken and Fish	316.684-010		
Butcher, Meat	316.681-010		
Carpet-Layer Helper	864.687-010		
Construction Worker 1	869.664-014		
Cook, Short Order 2	313.671-010		
Developer	976.681-010		
Dry-Wall Applicator	842.681-010		
Exterminator	389.684-010		
Fence Erector	869.684-022		
Finish Patcher	763.684-034		
Frame Wirer	822.684-010		
Glass Installer	865.684-010		
Household-Appliance Installer	827.661-010		
Maintenance-Repairer Helper, Factory or Mill	899.684-022		
Meat Cutter	316.684-018		
Muffler Installer	807.664-010		
Net Repairer	449.664-010		
Offset-Duplicating-Machine Operator	207.682-018		
Offset-Duplicating-Machine Operator	651.682-041		
Painter, Spray 1	741.684-026		
Pantry Goods Maker	317.684-014		
Pipeliner	899.684-026		
Pot Liner	519.664-014		
Printer Operator, Black-and-White	976.682-014		
Repairer, Assembled Wood Products	769.684-038		
Riveter	800.684-010		
Riveter, Pneumatic	800.684-014		
Roustabout	869.684-046		
Sider	863.684-014		
Sign Erector 2	869.684-054		
Sports-Equipment Repairer	732.684-122		
Stopping Builder	869.684-058		
Swimming-Pool Servicer	891.684-018		
Taper	842.664-010		
Typesetter-Machine Tender	650.685-010		

OAP-28

Equipment Operation

05.11

GATB Norms

Aptitudes	Cutting Scores		
	Adult	Grade 10	Grade 9
S (Spatial Aptitude)	85	84	82
P (Form Perception)	80	76	71
M (Manual Dexterity)	85	79	76

Occupations in Equipment Operation

Asphalt-Paving-Machine Operator	853.663-010	Tractor-Crane Operator	921.663-058
Auxiliary-Equipment Tender	869.665-010	Tractor Operator	929.683-014
Bridge-or Gantry-Crane Operator	921.663-010	Truck-Crane Operator	921.663-062
Bulldozer Operator 1	850.683-010	Utility-Tractor Operator	850.683-046
Coke Loader	921.563-010	Well-Driller Operator	859.362-010
Concrete-Paving-Machine Operator	853.663-014	Well Puller	930.382-030
Continuous-Mining-Machine Operator	930.683-010	Yarding Engineeer	921.663-066
Conveyor Operator	921.683-026		
Cutter-Operator	930.683-014		
Derrick Operator	921.663-022		
Dinkey Operator	919.663-014		
Dragline Operator	850.683-018		
Drilling Machine Operator	930.482-010		
Dump Operator	921.685-038		
Earth-Boring-Machine Operator	859.682-010		
Hoisting Engineer	921.663-030		
Loading-Maching Operator	932.683-014		
Locomotive-Crane Operator	921.663-038		
Long-Wall-Mining-Machine Tender	930.665-010		
Miner	850.381-010		
Miner 1	939.281-010		
Motor-Grader Operator	850.663-022		
Operating Engineer	859.683-010		
Perforator Operator, Oil Well	931.382-010		
Pile-Driver Operator	859.683-018		
Power-Shovel Operator	850.683-030		
Prospecting Driller	930.382-018		
Rigger	921.260-010		
Road-Roller Operator	859.683-030		
Roof Bolter	930.683-026		
Rotary Derrick Operator	930.382-022		
Rotary Driller	930.382-026		
Sanitary Landfill Operator	955.463-010		
Scraper Operator	850.683-038		
Septic-Tank Installer	851.663-010		

OAP-19 Elemental Work: Mechanical 05.12

GATB Norms

Aptitudes	Cutting Scores		
	Adult	Grade 10	Grade 9
K (Motor Coordination)	85	79	73
M (Manual Dexterity)	80	74	71

Occupations in Elemental Work: Mechanical

Able Seaman	911.364-010	Flagger	372.667-022
Addressing-Maching Operator	208.582-010	Food Assembler, Kitchen	319.484-010
Automobile-Mechanic Helper	620.684-014	Furnace Cleaner	891.687-014
Automobile Wrecker	620.684-010	Garage Servicer, Industrial	915.687-014
Baggage Handler	910.687-010	Garbage Collector	909.687-010
Baker Helper	313.684-010	Ginner	429.685-010
Bartender Helper	312.687-010	Heater Helper	613.685-014
Blacksmith Helper	610.684-010	Highway-Maintenance Worker	899.684-014
Bottomer 1	932.667-010	Housecleaner	323.687-018
Brake Adjuster	620.684-018	House Worker, General	301.474-010
Brake Coupler, Road Freight	910.367-010	Ironer	302.687-010
Brake Holder	932.664-010	Janitor	382.664-010
Bull-Chain Operator	921.685-014	Key Cutter	709.684-050
Caretaker	301.687-010	Kitchen Helper	318.687-010
Car-Retarder Operator	910.382-010	Laborer	939.687-018
Central-Supply Worker	381.687-010	Laborer, Airport Maintenance	899.687-014
Chain Offbearer	669.686-018	Laborer, Construction or Leak Gang	862.684-014
Choke Setter	921.687-014	Laborer, General	909.687-014
Cleaner 2	919.687-014	Laborer, Hoisting	921.667-022
Cleaner, Commercial or Institutional	381.687-014	Laborer, Petroleum Refinery	549.687-018
Cleaner, Hospital	323.687-010	Laborer, Pipe Lines	914.687-010
Cleaner, Housekeeping	323.687-014	Laborer, Shipyard	809.687-022
Cleaner, Industrial	381.687-018	Laundry Worker, Domestic	302.685-010
Cleaner, Laboratory Equipment	381.687-022	Light-Fixture Servicer	389.687-018
Cleaner, Wall	381.687-026	Line-Service Attendant	912.687-010
Cleaner, Window	389.687-014	Log Loader Helper	921.687-022
Collator Operator	208.685-010	Lubrication Servicer	915.687-018
Company Laborer	939.687-014	Lumber Handler	922.687-070
Construction Worker 2	869.687-026	Machinist Helper, Outside	623.687-010
Cook Helper	317.687-010	Maintenance-Mechanic Helper	638.684-018
Cook Helper, Pastry	313.687-010	Marine Oiler	911.584-010
Day Worker	301.687-014	Material Handler	929.687-030
Deli Cutter-Slicer	316.684-014	Millwright Helper	638.484-010
Dock Hand	891.684-010	Motorboat-Mechanic Helper	623.684-010
Driller Helper	930.666-010	Oiler	699.687-018
Dumper	921.667-018	Ordinary Seaman	911.687-030
Duplicating-Machine Operator 2	207.682-014	Painter Helper, Automotive	845.684-014
Electrician Helper	829.684-022	Painter Helper, Spray	741.687-014
Elevator Operator, Freight	921.683-038	Photocopying-Machine Operator	207.685-014
Elevator-Repairer Helper	825.684-014	Photographic-Machine Operator	207.685-018

Pipe-Fitter Helper	862.684-022
Pond Worker	921.686-022
Porter, Used-Car Lot	915.687-022
Produce Weigher	299.587-010
Quarry Worker	939.667-014
Repairer Helper	630.664-010
Rigging Slinger	921.364-010
Rock-Dust Sprayer	939.687-026
Rotary-Driller Helper	930.684-026
Rug-Dyer Helper	364.687-014
Sample-Taker Operator	931.361-010
Sandblaster	503.687-010
Sandwich Maker	317.684-018
Scullion	318.687-014
Sewer-Pipe Cleaner	899.644-014
Gexton	389.667-010
Shaker Tender	934.685-018
Shipfitter Helper	806.687-050
Signal Maintainer Helper	822.684-018
Sorting-Machine Operator	208.685-030
Stevedore 2	922.687-090
Street Cleaner	955.687-018
Surveyor Helper	869.567-010
Switch Tender	910.667-026
Tank Cleaner	891.687-022
Thermal Cutter, Hand	816.684-010
Tile Setter	861.684-018
Tire Builder	750.684-022
Tire Recapper	750.685-014
Tire Repairer	915.684-010
Toy Assembler	731.684-018
Truck-Driver Helper	905.687-010
Track Repairer	910.682-010
Van-Driver Helper	905.687-014
Wastewater-Treatment-Plant Attendant	955.585-010
Water-Filter Cleaner	954.587-010
Water Tender	599.685-122
Welder Helper	819.687-014
Yard Coupler	910.664-010

OAP-30

Production Technology

06.01 (Data Codes 1-2)

GATB Norms

Aptitudes	Adult	Cutting Scores	
		Grade 10	Grade 9
N (Numerical Aptitude)	85	80	79
S (Spatial Aptitude)	90	89	87
P (Form Perception)	85	81	76

Occupations in Production Technology

Boring-Machine Set-Up Operator, Jig	606.280-010
Boring-Mill Set-Up Operator, Horizontal	606.280-014
Diesel-Engine Tester	625.261-010
Grinder Operator, External, Tool	603.280-010
Grinder Operator, Tool	603.280-018
Grinder Set-Up Operator, Internal 1	603.280-022
Inspector	612.261-010
Inspector, Aircraft Accessories	709.261-010
Inspector, Assemblies and Installations	806.281-022
Inspector, Gage and Instrument	601.281-018
Inspector, Metal Fabricating	619.261-010
Knitting-Machine Fixer	689.280-014
Loom Fixer	683.260-018
Machine Fixer	689.260-010
Machine Setter	692.260-010
Refinery Operator	549.260-010
Taster	529.281-010
Tester, Motors and Controls	721.281-030
Tool-Grinder Operator	603.280-038
Turret-Lathe Set-Up Operator, Tool	604.280-022
Watch Repairer	715.281-010

OAP-31

Production Technology

06.01 (Data Codes 3-6)

GATB Norms

Aptitudes	Cutting Scores		
	Adult	Grade 10	Grade 9
S (Spatial Aptitude)	85	84	82
P (Form Perception)	85	81	76
M (Manual Dexterity)	85	79	76

Occupations in Production Technology

Assembler	710.681-010	Router Set-Up Operator,	
Assembler	722.381-010	Numerical Control	605.360-010
Assembler, Aircraft,		Rubber-Goods Cutter-Finisher	690.680-010
Structures and Surfaces	806.381-026	Skin Fitter	806.381-054
Assembler, Gold Frame	713.384-010	Solderer	700.381-050
Bench Hand	735.381-010	Storage Battery Inspector	
Calibrator	710.681-014	and Tester	727.381-022
Canvas Worker	739.381-010	Transformer Assembler	820.381-014
Card Grinder	680.380-010	Tube Assembler, Electron	725.384-010
Cheese Blender	520.487-010	Turret-Lathe Set-Up Operator	604.380-026
Chemical Operator 3	559.382-018		
Cook, Kettle	526.381-026		
Coremaker	518.381-014		
Die Setter	612.360-010		
Drill-Press Set-Up Operator, Radial	606.380-014		
Electronics Inspector 1	726.381-010		
Engine-Lathe Set-Up Operator	604.380-018		
Glass Blower	772.681-010		
Grinder Machine Setter	603.380-010		
Inspector	559.381-010		
Inspector, Fabrication	806.361-022		
Inspector, Mechanical and Electrical	710.381-038		
Inspector, Motors and Generators	721.361-010		
Job Setter	600.380-014		
Machine Operator	616.360-018		
Machine Set-Up Operator	600.380-018		
Machine Set-Up Operator,			
Paper Goods	649.380-010		
Machine Setter	616.360-022		
Metal Sprayer, Machined Parts	505.380-010		
Milling-Machine Operator,			
Numerical Control	605.380-010		
Molder	518.361-010		
Nail-Making-Machine Setter	616.460-010		
Optical-Instrument Assembler	711.381-010		
Process Inspector	736.381-018		
Roll-Tube Setter	613.360-014		

OAP-32

Production Work

06.02

GATB Norms

Aptitudes	Cutting Scores		
	Adult	Grade 10	Grade 9
P (Form Perception)	80	76	71
K (Motor Coordination)	85	79	73
M (Manual Dexterity)	85	79	76

Occupations in Production Work

Annealer	504.682-010	Clicking-Machine Operator	789.382-010
Anodizer	500.682-010	Coal Washer	541.382-010
Appliance Assembler, Line	827.684-010	Cobbler	788.381-010
Assembler	706.684-014	Coil Connector	721.684-018
Assembler	710.381-010	Compression-Molding-Machine Operator	556.682-014
Assembler	869.684-010	Compressor	556.382-010
Assembler 1	723.684-014	Concrete-Stone Fabricator	575.461-010
Assembler, Aircraft Power Plant	806.381-022	Corrugator Operator	641.562-010
Assembler, Electric Accessories 2	729.384-010	Cracker-and-Cooky-Machine Operator	520.482-010
Assembler, Electrical Wire Group	728.384-010	Cupola Tender	512.662-010
Assembler-Installer, General	806.361-014	Cut-Off-Saw Operator	667.682-022
Assembler, Internal Combustion Engine	806.481-014	Cut-Off-Saw Operator, Metal	607.682-010
Assembler, Product	706.684-018	Cutter, Hand 1	781.584-014
Assembler, Subassembly	806.484-010	Cutter, Machine 1	781.684-014
Assembler, Unit	809.681-010	Cutter Operator	699.682-018
Back Tender, Paper Machine	534.662-010	Cutting-Machine Operator	640.682-015
Balloon Maker	752.684-010	Cylinder-Machine Operator	539.362-010
Beater Engineer	530.662-010	Dairy-Processing-Equipment Operator	529.382-018
Bench Hand	520.384-010	Die Cutter	699.682-022
Bleacher, Pulp	533.362-010	Dipper	774.684-014
Blender	540.462-010	Doughnut Maker	526.684-010
Blower and Compressor Assembler	801.361-010	Draper Operator	787.682-018
Book-Sewing-Machine Operator 2	653.682-010	Drawer-In, Hand	683.684-014
Box Maker, Wood	760.684-014	Drawing-In-Machine Tender	683.682-018
Box Printer	652.682-010	Drill-Press Operator	606.682-014
Brazer, Assembler	813.684-010	Dry Cleaner	362.382-014
Bumper Operator	617.682-014	Electrical-Control Assembler	729.684-026
Buttermaker	529.362-010	Electric-Motor Winder	721.484-010
Cabinet Assembler	763.684-014	Electronics Assembler	726.384-010
Cable Maker	728.684-010	Electronics Assembler	726.684-018
Candy Maker	529.361-014	Embroiderer, Hand	782.684-018
Carpet Weaver	683.682-010	Embroidery-Machine Operator	787.682-022
Casket Assembler	739.481-010	Extruder Operator	557.382-010
Casket Liner	780.684-030	Fabricator-Assembler, Metal Products	809.381-010
Caster	502.482-010	Film-Casting Operator	559.682-022
Casting Operator	514.662-010		
Cigarette Making-Machine Operator	529.685-066		

Fitter 2	706.684-054	Smash Hand	683.684-026
Folding-Machine Operator	649.685-046	Solderer-Assembler	813.684-014
Fourdrinier-Machine Tender	539.362-014	Spaghetti-Machine Operator	690.682-074
Frame-Table Operator	669.662-014	Spotter	362.381-010
Fur Cutter	783.381-010	Springer	780.684-106
Fur Finisher	782.381-014	Steel Pourer	502.664-014
Fur Machine Operator	783.682-010	Steel-Pourer Helper	502.664-018
Fur Nailer	783.684-014	Sticher, Special Machine	690.682-078
Furnace Operator	512.362-014	Still-Pump Operator	549.362-010
Furniture Assembler	763.684-038	Straightening-Press Operator	617.482-026
Gang Sawyer, Stone	670.362-010	Stranding-Machine Operator	616.682-034
Glass Cutter	775.684-022	Stone Polisher, Machine	673.382-018
Glass-Lathe Operator	674.382-010	Supercalender Operator	534.682-038
Granulator-Machine Operator	559.382-026	Tanning Drum Operator	582.482-018
Grinder Operator, Production	603.685-062	Tester, Motor	806.384-026
Grinder Set-Up Operator, Thread	603.482-026	Threader	685.680-010
Heading-Saw Operator	667.682-038	Tire Builder, Automobile	750.384-010
Heater	619.682-022	Tool Grinder	603.664-010
Heat Treater 2	504.682-018	Trailer Assembler	806.381-058
Heavy Forger	612.361-010	Trimmer Sawyer	667.482-022
Hosiery Mender	782.684-030	Trophy Assembler	735.684-018
Injection-Molding-Machine Operator	556.382-014	Tube Bender, Hand 1	709.684-090
Installer	869.684-026	Tuber-Machine Operator	690.662-014
Jig Fitter	801.684-010	Upholsterer	869.684-070
Ladle Liner	519.684-010	Upholsterer, Inside	780.681-010
Lay-Out Worker 2	809.381-014	Upsetter	611.462-010
Leather Worker	783.684-026	Valve Grinder	706.684-098
Machine Assembler	638.361-010	Vending-Machine Assembler	706.684-102
Machine Molder	518.682-010	Warp-Knitting-Machine Operator	685.665-018
Manipulator	613.682-010	Weaver	683.682-034
Marker 1	781.384-014	Weaver, Hand	782.684-062
Mattress Maker	780.684-074	Weaver, Needle Loom	683.665-010
Mender	782.684-042	Welding-Machine Operator, Arc	810.382-010
Mender	787.682-030	Welding-Machine Tender	819.685-010
Metal Hanger	809.684-030		
Oven Tender	526.685-030		
Oxygen-Plant Operator	552.362-014		
Paper-Novelty Maker	794.684-022		
Plastics Fabricator	754.684-042		
Plater	500.380-010		
Plater, Production	500.365-010		
Polishing-Machine Operator	603.682-026		
Pony Edger	667.682-050		
Powder Worker, TNT	737.684-030		
Precision Assembler, Bench	706.681-010		
Press Operator, Heavy Duty	617.260-010		
Printer-Slotter Operator	659.662-010		
Punch-Press Operator 3	615.682-014		
Ripsaw Operator	667.682-066		
Rotor Casting-Machine Operator	502.482-018		
Rougher Operator	613.662-014		
Router	979.682-026		
Rug Cleaner, Hand	369.384-014		
Sander, Machine	761.682-014		
Scalper Operator	605.682-022		
Screen Printer	979.684-030		
Screen-Printing-Machine Operator	652.682-018		
Sewing-Machine Operator	787.682-046		
Shaper, Hand	761.684-038		
Shear Operator 1	615.482-034		

GATB Norms

Aptitudes	Cutting Scores		
	Adult	Grade 10	Grade 9
P (Form Perception)	80	76	71
K (Motor Coordination)	85	79	73
M (Manual Dexterity)	85	79	76

Occupations in Quality Control

Assembler	369.687-010	Laboratory Tester	689.384-014
Ampoule Examiner	559.687-010	Lumber Sorter	922.687-074
Burler	689.684-010	Machine Tester	706.387-014
Casting Inspector	514.687-010	Mailing Machine Operator	208.462-010
Cloth Examiner, Hand	781.687-014	Marker	369.687-026
Cloth Inspector	685.687-010	Motorcycle Tester	620.384-010
Cloth Tester, Quality	689.384-010	Nut Sorter	521.687-086
Egg Candler	529.687-074	Pairer	684.687-010
Electronics Inspector 2	726.684-022	Paper Sorter and Counter	649.687-010
Electronics Tester 2	726.684-026	Photo Checker and Assembler	976.687-014
Final Inspector	806.687-018	Pulp-and-Paper Tester	539.364-010
Finished-Stock Inspector	763.687-029	Quality-Control Inspector	579.367-010
Garment Inspector	789.687-070	Quality-Control Inspector	725.687-026
Garment Sorter	222.687-014	Quality-Control Technician	529.387-030
Grader	669.587-010	Roller-Bearing Inspector	706.687-034
Grader, Dressed Poultry	529.687-102	Selector	579.687-030
Grader, Meat	525.387-010	Shade Matcher	582.687-022
Inspector	369.687-022	Shipping-and-Receiving Weigher	222.367-058
Inspector	590.367-010	Stocking Inspector	684.684-010
Inspector	619.381-010	Tablet Tester	559.667-010
Inspector	732.364-010	Tire Inspector	750.687-018
Inspector	739.687-110	Transmission Tester	806.684-134
Inspector	769.687-026	Veneer Grader	569.587-010
Inspector	776.667-010	Weigher, Alloy	509.687-022
Inspector	788.384-010	Yarn Sorter	589.687-086
Inspector 1	619.364-010		
Inspector 1	729.387-022		
Inspector 3	737.367-010		
Inspector and Sorter	589.387-010		
Inspector, Eyeglass Frames	713.687-022		
Inspector, Fabric	789.587-014		
Inspector, General	609.684-010		
Inspector, Grain Mill Products	529.387-026		
Inspector, Metal Can	709.367-010		
Inspector, Packaging Materials	920.387-010		
Inspector, Paper Products	649.367-010		
Inspector, Slide Fasteners	734.687-062		
Inspector, Surgical Instruments	712.687-026		
Inspector, Type	706.687-026		
Inspector, Wire	691.367-010		

OAP-34

Elemental Work

Industrial

06.04

GATB Norms

Aptitudes	Cutting Scores		
	Adult	Grade 10	Grade 9
K (Motor Coordination)	85	79	73
F (Finger Dexterity)	80	75	72
M (Manual Dexterity)	80	74	71

Occupations in Elemental Work:

Industrial

Ampoule Filler	559.685-018	Buffer	690.685-046
Artificial-Flower Maker	739.684-014	Buffer 1	705.684-014
Assembler	723.684-010	Burnisher	690.685-058
Assembler	754.684-010	Buttoner	782.687-014
Assembler 2	723.684-018	Cannery Worker	529.686-014
Assembler, Automobile	806.684-010	Carder	920.685-034
Assembler, Cards and Announcements	794.687-010	Card Tender	680.685-018
Assembler, Electrical Accessories 1	729.687-010	Carton-Forming-Machine Operator	641.685-022
Assembler, Production	706.687-010	Carton-Packaging-Machine Operator	920.665-010
Assembler, Production Line	809.684-010	Casing Cleaner	525.686-010
Assembler, Small Parts	706.684-022	Casing Tier	529.687-034
Assembler, Small Products	739.687-030	Cementer, Hand	788.687-030
Back Tender, Insulation Board	532.685-010	Cementer, Machine Applicator	690.686-018
Baker Helper	526.686-010	Chemical Operator 2	558.585-014
Bakery Worker	929.686-010	Chipper	564.685-014
Bagger	920.687-018	Cigarette-Making-Machine Catcher	529.666-014
Bag-Machine Tender or Operator	649.685-014	Cigar Maker	790.684-014
Baler	690.685-022	Classifier	361.687-014
Baling-Machine Tender	920.685-010	Cleaner and Polisher	709.687-010
Band-Sawing-Machine Operator	690.485-010	Cloth Doffer	689.586-010
Basket Assembler 1	669.685-014	Cloth Folder, Hand	589.687-014
Batter Mixer	520.685-010	Cloth Winder	689.685-046
Battery-Parts Assembler	727.687-038	Coiler	613.685-010
Beamer	681.585-010	Coil Winder	724.684-026
Beam-Warper Tender, Automatic	681.685-018	Collator, Hand	977.687-010
Bearingnizer	603.685-018	Comber Tender	680.665-010
Beater-Engineer Helper	530.665-010	Compounder	550.685-050
Bellows Assembler	710.687-010	Concrete-Pipe-Making-Machine Operator	575.665-010
Bench Grinder	705.684-010	Condenser-Tube Tender	511.685-018
Beveler	673.685-018	Conditioner-Tumbler Operator	361.685-010
Bindery Worker	649.685-018	Container Washer, Machine	529.685-074
Bindery Worker	653.685-010	Cook, Fry, Deep Fat	526.685-014
Blast-Furnace-Keeper Helper	502.687-010	Cooler Room Worker	525.687-022
Block-Making-Machine Operator	575.685-014	Coremaker, Machine 1	518.685-014
Boarding-Machine Operator	589.685-010	Coremaker, Pipe	518.684-014
Boner Meat	525.684-010	Core-Oven Tender	518.685-010

Crossband Layer	762.687-026	Heat-Treater Helper	504.685-018
Crusher Tender	570.685-022	Hot-Plate-Plywood-Press Operator	569.685-054
Cushion Builder	780.684-050	Icer, Hand	524.684-022
Cushion Maker 1	780.684-054	Icer, Machine	524.685-034
Cutter, Hand 2	781.687-026	Icing Mixer	520.685-114
Cutter, Hand 3	781.687-030	Industrial-Truck Operator	921.683-050
Cutter Helper	781.687-022	Injection-Molding-Machine Tender	556.685-038
Cutter, Machine 2	699.685-014	Interlacer	788.684-070
Cutting-Machine Tender	690.685-122	Jet Handler	557.684-010
Cylinder Batcher	582.665-010	Jogger	659.686-010
Dairy Helper	529.686-026	Knitter, Full-Fashioned Garment	685.665-010
Deburrer, Machine	715.685-018	Knitting-Machine Operator	685.665-014
Dipper	599.685-026	Knitting-Machine Operator	685.685-010
Distillery Worker, General	529.687-066	Laborer	529.687-130
Dividing-Machine Operator	520.685-086	Laborer	559.686-022
Doffer	689.686-022	Laborer, Boot and Shoe	788.687-066
Drawer-In-Helper, Hand	683.687-010	Laborer, Chemical Processing	559.687-050
Draw-Frame Tender	680.685-034	Laborer, Cheesemaking	529.686-050
Drilling-Machine Operator, Automatic	606.685-030	Laborer, Concrete Plant	579.686-010
Dry Cleaner	589.685-038	Laborer, General	509.686-010
Dry-Cleaner Helper	362.686-010	Laborer, General	518.687-026
Dyer Helper	364.687-010	Laborer, General	519.686-010
Dye-Tub Operator	582.585-014	Laborer, General	559.685-110
Dye Weigher	550.684-014	Laborer, General	579.667-010
Electric-Motor Assembler	721.684-022	Laborer, General	589.686-026
Embossing-Press Operator	652.685-030	Laborer, General	609.684-014
Enameler	509.684-010	Laborer, Grinding and Polishing	754.687-010
Envelope-Machine Operator	649.685-042	Laborer, Hot-Plate Plywood Press	705.687-014
Etcher, Printed Circuits	590.685-030	Laborer, Rags	569.686-026
Extractor Operator	581.685-038	Laborer, Salvage	539.587-010
Eyelet-Machine Operator	699.685-018	Laborer, Tin Can	929.687-022
Feed Mixer	520.685-098	Lacer 1	609.686-010
Feed Weigher	920.685-058	Lathe Operator, Production	788.687-070
Filler	739.687-090	Lauderer, Hand	604.685-026
Film Spooler	692.685-082	Laundry Laborer	361.684-010
Fish Cleaner	525.684-030	Laundry Operator	361.687-018
Flatwork Finisher	363.686-010	Laundry Worker 2	369.684-014
Floor Attendant	579.687-018	Lead Former	361.685-018
Fly Tier	732.684-074	Leasing-Machine Tender	691.685-018
Folder	369.687-018	Leather Finisher	681.685-054
Folder, Hand	794.687-022	Light-Bulb Assembler	363.682-010
Folding-Machine Feeder	653.686-014	Log Roller	692.685-118
Folding-Machine Operator	583.685-042	Loom-Winder Tender	677.687-010
Forge Helper	619.666-010	Machine Cleaner	681.685-062
Forging-Press Operator 2	611.685-010	Machine Feeder	699.687-014
Foundry Worker, General	519.687-022	Machine Helper	819.686-010
Fruit-Press Operator	521.685-146	Machine Operator 2	619.687-014
Furnace Tender	512.685-010	Marker 2	619.685-062
Garment Folder	789.687-066	Marker, Machine	920.687-126
Gear-Cutting-Machine Operator, Production	602.685-010	Metal-Cleaner, Immersion	690.685-282
General Helper	529.687-094	Metal-Fabricating-Shop Helper	503.685-030
Glass Installer	865.684-014	Metal Finisher	619.686-022
Gluer	762.687-034	Mexican Food Maker, Hand	705.684-034
Gluer	795.687-014	Milling-Machine Operator, Production	520.687-046
Glue Spreader, Veneer	569.685-042	Mill Operator	605.685-030
Golf-Club Assembler	732.684-078	Mirror Specialist	599.685-058
Grinder 1	705.684-026	Mixer	779.684-038
Grinder-Chipper 2	809.684-026	Mixer Operator	550.685-078
Grip Wrapper	732.684-082	Mixer Operator	520.685-146
			550.685-082

Mounter, Automatic	976.685-022	Sealing-Machine Operator	692.685-162
Multi-Operation-Forming-Machine Operator 2	616.685-042	Seed-Cleaner Operator	599.685-010
Nailer, Hand	762.684-050	Sewer, Hand	782.684-058
Nailing-Machine Operator	669.682-058	Sewing-Machine Operator, Semi-Automatic	786.685-030
Nailing-Machine Operator, Automatic	669.685-066	Shear Operator 2	615.685-034
Offset-Press Operator 2	651.685-018	Shellfish-Processing-Machine Tender	529.685-214
Packager, Hand	920.687-018	Shellfish Shucker	521.687-122
Packager, Machine	920.685-078	Shirt Presser	363.685-026
Package Sealer, Machine	920.685-074	Shoe Cleaner	788.687-122
Painter, Brush	740.684-022	Shoe Packer	920.687-166
Painter, Spray 2	741.687-018	Silk-Screen Printer	726.687-018
Painting-Machine Operator	599.685-074	Sinter-Machine Operator	510.685-026
Paint-Line Operator	599.685-066	Skein-Yarn Dyer	582.685-130
Paint Mixer, Machine	550.485-018	Skiver, Blockers	585.685-110
Panel-Machine Operator	640.685-038	Skiver, Machine	690.685-378
Pipe Finisher	779.684-042	Slasher Operator	667.685-054
Plate-Take-Out Worker	500.687-010	Slicing Machine Operator	521.685-306
Plumbing-Hardware Assembler	706.684-086	Slitting-Machine-Operator Helper 1	699.587-010
Polisher	700.687-058	Slubber Tender	680.685-098
Polisher	705.684-058	Smoked Meat Preparer	525.587-014
Potato-Chip Frier	526.685-046	Smoking-Pipe Liner	739.687-170
Pot Tender	512.685-018	Sock Boarder	589.686-042
Poultry Boner	525.687-066	Solderer, Production Line	813.684-022
Poultry Dresser	525.687-070	Spice Cleaner	521.685-322
Poultry-Dressing Worker	525.687-082	Spinner	557.685-026
Poultry Eviscerator	525.687-074	Spinner, Frame	682.685-010
Poultry Hanger	525.687-078	Splicer	759.684-058
Pourer, Metal	514.684-022	Spooler Operator, Automatic	681.686-018
Presser, All-Around	363.682-014	Spooling-Machine Operator	691.685-026
Presser, Automatic	363.685-014	Spot Cleaner	582.684-014
Presser, Form	363.685-018	Spreader 1	781.687-058
Presser, Hand	363.684-010	Spreader, Machine	781.685-010
Presser, Machine	363.682-018	Spring Assembler	780.684-098
Press Feeder	583.686-030	Spring Coiler	616.485-014
Press Operator	363.685-010	Stacking-Machine Operator 2	739.685-038
Pretzel Twister	520.587-010	Stainer	742.684-014
Print Developer, Automatic	976.685-026	Staple Cutter	680.685-102
Processor, Grain	521.685-254	Stapling-Machine Operator	692.685-202
Production Helper	529.686-070	Stencil	781.687-066
Production-Machine Tender	609.685-018	Stencil	920.687-178
Progressive Assembler and Fitter	801.684-022	Stone Setter	735.687-034
Pumper Helper	549.684-010	Stretcher-Leveler-Operator Helper	619.686-030
Punch-Press Operator 2	615.685-030	Strip-Cutting-Machine Operator	686.685-066
Putty Glazer	749.684-042	Stuffer	520.685-210
Quiller Operator	681.685-070	Sweeping-Compound Blender	550.685-110
Raw-Cheese Worker	529.686-078	Tank-House-Operator Helper	519.565-014
Reclamation Kettle Tender, Metal	512.685-022	Tapper	514.664-014
Remelter	502.685-014	Tenter-Frame Operator	580.585-010
Record-Press Tender	556.685-070	Thread Cutter	789.684-050
Rewinder Operator	640.685-058	Thread Winder, Automatic	681.685-122
Riveter, Hand	709.684-066	Ticket	652.685-098
Riveting-Machine Operator	616.685-058	Trimmer, Hand	781.687-070
Roll Finisher	920.685-090	Trimmer, Meat	525.684-054
Rope-Laying Machine Operator	681.685-086	Trimming-Machine Operator	583.685-122
Rope Maker, Machine	681.685-082	Tumbler Operator	599.685-110
Rubber	742.684-010	Turner	789.687-182
Rubber-Mill Tender	550.685-102	Twister Tender	681.685-130
Rug Cleaner	689.687-066	Wafer-Machine Operator	526.685-066
Sander, Hand	761.687-010	Washer	599.687-030
Sander, Portable Machine	761.684-034	Washer, Machine	361.665-010
Sausage Maker	520.685-202	Warm-Typing-Machine Tender	683.685-034

Woodworking-Shop Hand	728.687-010
Wrapping Machine Operator	769.687-054
Wringer-Machine Operator	641.685-098
Yarn Winder	589.685-098
	681.685-154

OAP-35

Administrative Detail

07.01

GATB Norms

Aptitude	Adult	Cutting Scores	
		Grade 10	Grade 9
G (General Learning Ability)	100	96	93
N (Numerical Aptitude)	95	90	88
Q (Clerical Perception)	100	96	92

Occupations in Administrative Detail

Admissions Evaluator	205.367-010
Administrative Clerk	219.362-010
Administrative Secretary	169.167-014
Attendance Officer	168.367-010
Bond Clerk	216.362-010
Budget Clerk	216.382-022
Contract Clerk	119.267-018
Court Clerk	243.362-010
Driver's License Examiner	168.267-034
Eligibility-and-Occupancy Interviewer	168.267-038
Hospital-Insurance Representative	166.267-014
Insurance Clerk 1	219.362-034
Legal Secretary	201.362-010
Loan Counselor	186.267-014
Manager, Office	169.167-034
Manager, Traffic 1	184.167-098
Manager, Traffic 1	184.167-102
Medical Secretary	201.362-014
Mortgage Clerk	249.382-010
Procurement Clerk	249.367-066
Real-Estate Clerk	219.362-046
Relocation Commissioner	188.167-070
School Secretary	201.362-022
Secretary	201.362-030
Securities Clerk	219.362-054
Social Secretary	201.162-010
Test Technician	249.367-078
Title Examiner	119.287-010
Town Clerk	243.367-018

Mathematical Detail

07.02

GATB Norms

Aptitude	Adult	Cutting Scores	
		Grade 10	Grade 9
G (General Learning Ability)	95	91	88
N (Numerical Aptitude)	90	85	83
Q (Clerical Perception)	100	96	92

Occupations in Mathematical Detail

Account Analyst	214.382-010
Accounting Clerk	216.482-010
Accounting Clerk, Data Processing	216.382-010
Audit Clerk	210.382-010
Billing-Control Clerk	214.387-010
Billing Typist	214.382-014
Bookkeeper 1	210.382-014
Bookkeeper 2	210.382-018
Bookkeeping-Machine Operator 1	210.382-022
Bookkeeping-Machine Operator 2	210.382-026
Brokerage Clerk 2	219.362-018
Calculating-Machine Operator	216.482-022
Claim Examiner	168.267-014
Collection Clerk	216.362-014
Cost Clerk	216.382-034
Credit-Card Clerk	210.382-038
Demurrage Clerk	214.362-010
Documentation-Billing Clerk	214.362-014
Exchange Clerk	216.362-018
Food-and-Beverage Controller	216.362-022
Foreign Clerk	214.467-010
Insurance Clerk	214.362-022
Interest Clerk	216.382-038
Invoice-Control Clerk	214.362-026
Margin Clerk 2	216.382-046
Mortgage-Accounting Clerk	216.362-026
Payroll Clerk	215.482-010
Posting Clerk	216.587-014
Probate Clerk	216.362-030
Rater	214.482-022
Receipt-and-Report Clerk	216.382-054
Statement Clerk	219.362-058
Statistical Clerk	216.382-062
Stock-Transfer Clerk	216.382-070
Teller, Collection and Exchange	211.362-022
Timekeeper	215.367-022
Traffic Clerk	214.587-014
Traffic-Rate Clerk	214.362-038
Trust-Vault Clerk	216.367-014

OAP-37

Financial Detail

07.03

GATB Norms

Aptitude	Adult	Cutting Scores	
		Grade 10	Grade 9
G (General Learning Ability)	95	91	88
N (Numerical Aptitude)	90	85	83
Q (Clerical Perception)	100	96	92

Occupations in Financial Detail

Auction Clerk	294.567-010
Cashier 1	211.362-010
Cashier 2	211.462-010
Cashier-Checker	211.462-014
Cashier, Gambling	211.462-022
Collector	241.367-010
Coupon-Redemption Clerk	290.477-010
Post-Office Clerk	243.367-014
Teller	211.362-018
Teller	211.462-034
Teller, Note	211.362-026
Ticket Agent	238.367-026
Ticket Seller	211.467-030

OAP-38

Oral Communications

07.04

GATB Norms

Aptitude	Adult	Cutting Scores	
		Grade 10	Grade 9
G (General Learning Ability)	95	91	88
Q (Clerical Perception)	95	91	87

Occupations in Oral Communications

Airline-Radio Operator	193.262-010	Telegrapher	236.562-010
Central-Office Operator	235.462-010	Telephone-Answering-Service Operator	235.662-026
Charge-Account Clerk	205.367-014	Telephone Operator	235.662-022
Civil-Service Clerk	205.362-010	Train Dispatcher	184.167-262
Classified-Ad Clerk 1	247.367-010	Travel Clerk	238.367-030
Collection Clerk	241.357-010		
Communication-Center Operator	235.662-014		
Correspondence Clerk	209.262-010		
Credit Clerk	205.367-022		
Customer Service Representative	959.361-010		
Directory-Assistance Operator	235.662-018		
Dispatcher	193.262-014		
Dispatcher	932.167-010		
Dispatcher, Bus and Trolley	913.167-014		
Dispatcher, Maintenance Service	239.367-014		
Dispatcher, Radio	379.362-010		
Dispatcher, Service	959.167-010		
Dispatcher, Ship Pilot	248.367-026		
Dispatcher, Traffic or System	919.162-010		
Election Clerk	205.367-030		
Employment-and-Claims Aide	169.367-010		
EmploymentClerk	205.362-014		
Fire Lookout	452.367-010		
Hotel Clerk	238.362-010		
Information Clerk	237.367-018		
Information Clerk	237.367-022		
License Clerk	205.367-034		
Loan Interviewer	241.367-018		
Order Clerk, Food and Beverage	209.567-014		
Police Aide	243.362-014		
Policyholder-Information Clerk	249.262-010		
Public Health Register	169.167-046		
Radio Officer	193.262-022		
Receptionist	237.367-038		
Recreation-Facility Attendant	341.367-010		
Registration Clerk	205.367-042		
Reservations Agent	238.367-018		
Service Clerk	221.367-070		
Skip Tracer	241.367-026		
Survey Worker	205.367-054		

OAP-39

Records Processing

07.05

GATB Norms

Aptitude	Cutting Scores		
	Adult	Grade 10	Grade 9
G (General Learning Ability)	95	91	88
Q (Clerical Perception)	95	91	87

Occupations in Records Processing

Aircraft-Log Clerk	221.362-010	Stock-Control Clerk	219.367-034
Assignment Clerk	215.367-010	Tape Librarian	206.387-030
Checker 2	209.687-010	Title Searcher	209.367-046
Circulation Clerk	209.362-010	Traffic Clerk	221.367-078
Claims Clerks 1	241.362-010	Train Clerk	219.462-014
Classification Clerk	206.387-010	Transportation Agent	912.367-014
Classified-Ad Clerk 2	247.387-022	Travel Counselor, Automobile Club	238.167-014
Coding Clerk	209.387-010	Yard Clerk	209.367-054
Compiler	209.387-014		
Control Clerk, Auditing	209.362-014		
Control Clerk, Data Processing 1	221.382-014		
Correspondence-Review Clerk	209.367-018		
Credit Authorizer	249.367-022		
Crew Scheduler	215.362-010		
Customer-Complaint Clerk	241.367-014		
Diet Clerk	245.587-010		
Disbursement Clerk	209.367-022		
Dispatcher, Motor Vehicle	249.167-014		
Expediter	222.367-018		
File Clerk 2	206.367-014		
Insurance Checker	219.482-014		
Insurance Clerk 1	219.387-014		
Insurance Clerk 2	205.567-010		
Mail Carrier	230.367-010		
Mail Clerk	209.587-026		
Mail Handler	209.687-014		
Medical-Record Clerk	245.362-010		
Medical Record Technician	079.367-014		
Messenger, Bank	230.367-014		
Order Clerk	249.367-054		
Parcel-Post Clerk	222.387-038		
Personnel Clerk	209.363-026		
Proofreader	209.387-030		
Property Clerk	222.367-054		
Reservation Clerk	238.362-014		
Reservation Clerk	238.367-014		
Route-Delivery Clerk	222.587-034		
Scheduler, Maintenance	221.367-066		
Shipping-Ordering Clerk	219.367-030		

OAP-40

Clerical Machine Operation

07.06

GATB Norms

Aptitude	Adult	Cutting Scores	
		Grade 10	Grade 9
G (General Learning Ability)	95	91	88
Q (Clerical Perception)	100	96	92
K (Motor Coordination)	95	89	83

Occupations in Clerical Machine Operation

Adding-Machine Operator	216.482-014
Billing-Machine Operator	214.482-010
Clerk-Typist	203.362-010
Computer Operator	213.362-010
Computer-Peripheral-Equipment Operator	213.382-010
Data Typist	203.582-022
Food Checker	211.482-014
Keypunch Operator	203.582-030
Linotype Operator	650.582-010
Magnetic-Tape-Typewriter Operator	203.582-034
Monotype-Keyboards Operator	650.582-014
Phototypesetter Operator	650.582-022
Proof-Machine Operator	217.382-010
Tabulating-Machine Operator	213.682-010
Telegraphic-Typewriter Operator	203.582-050
Transcribing-Machine Operator	203.582-058
Transit Clerk	217.382-014
Typesetter-Perforator Operator	203.582-062
Typist	203.582-066
Varitype Operator	203.382-026
Verifier Operator	203.582-070

OAP-41

Clerical Handling

07.07

GATB Norms

Aptitudes	Cutting Scores		
	Adult	Grade 10	Grade 9
Q (Clerical Perception)	90	86	83
K (Motor Coordination)	85	79	73

Occupations in Clerical Handling

Addresser	209.587-010
Advertising-Material Distributor	230.687-010
Checker 1	222.687-010
Clerk, General	209.562-010
Collator	653.687-010
Deliverer, Outside	230.667-010
Distributing Clerk	222.587-018
File Clerk 1	206.362-010
Messenger, Copy	239.677-010
Office Helper	239.567-010
Page	249.687-014
Routing Clerk	222-687-022
Sorter	209.687-022
Teacher Aide 2	249.367-074

OAP-42

Sales Technology

08.01

GATB Norms

Aptitudes	Adult	Cutting Scores	
		Grade 10	Grade 9
G (General Learning ability)	100	96	93
V (Verbal aptitude)	100	97	93
N (Numerical Aptitude)	95	90	88
Q (Clerical Perception)	100	96	92

Occupations in Sales Technology

Business-Opportunity and Property-Investment Broker	189.157-010	Sales Representative, Telephone Services	253.257-010
Buyer	162.157-018	Tobacco-Warehouse Agent	259.357-038
Buyer, Assistant	162.157-022		
Buyer, Grain	162.167-010		
Commission Agent, Livestock	162.157-026		
Comparison Shopper	296.367-014		
Field-Contact Technician	162.117-026		
Pawnbroker	191.157-010		
Pharmaceutical Detailer	262.157-010		
Sales Agent, Financial Services	251.257-010		
Sales Agent, Insurance	250.257-010		
Sales Representative, Advertising	254.357-014		
Sales Representative, Aircraft Equipment and Parts	273.357-010		
Sales Representative, Building Equipment and Supplies	274.357-018		
Sales Representative, Chemicals and Drugs	262.357-010		
Sales Representative, Construction Machinery	274.357-022		
Sales Representative, Dental and Medical Equipment	276.257-010		
Sales Representative, Education Courses	259.257-010		
Sales Representative, Electronics Parts	271.357-010		
Sales Representative, Foundry and Machine Shop Products	274.257-010		
Sales Representative, Hotel Services	259.157-014		
Sales Representative, Industrial Machinery	274.357-038		
Sales Representative, Livestock	260.257-010		
Sales Representative, Metals	274.357-054		
Sales Representative, Oilfield Supplies and Equipment	274.357-058		
Sales Representative, Public Utilities	253.357-010		

DAP-43

General Sales

8.02

ATB Norms

Aptitudes	Cutting Scores		
	Adult	Grade 10	Grade 9
(General Learning Ability)	95	91	88
(Numerical Aptitude)	90	85	83
(Clerical Perception)	90	86	83

Occupations in General Sales

uctioneer	294.257-010	Salesperson, Pets and Pet Supplies	277.357-042
ilding Consultant	250.357-010	Salesperson, Photographic Supplies	
emonstrator	297.354-010	and Equipment	277.357-050
emonstrator, Sewing Techniques	297.454-010	Salesperson, Shoes	261.357-062
river, Sales Route	292.353-010	Salesperson, Sporting Goods	277.357-058
river Helper, Sales Route	292.667-010	Salesperson, Stereo Equipment	270.357-038
anufacturers' Representative	279.157-010	Salesperson, Trailers and	
ales Agent, Business Services	251.357-010	Motor Homes	273.357-034
ales Agent, Pest Control Service	251.357-018	Salesperson, Women's Apparel	
ales Agent, Real Estate	250.357-018	and Accessories	261.357-066
alesperson, Automobile Accessories	273.357-030	Salesperson, Yard Goods	261.357-070
alesperson, Automobiles	273.353-010	Sales Representative, Apparel	
alesperson, Books	277.357-034	Trimming	261.357-010
alesperson, Burial Needs	279.357-042	Sales Representative, Architectural	
alesperson, China and Silverware	279.357-018	and Engineering	276.357-010
alesperson, Corsets	261.354-010	Sales Representative, Barber and	
alesperson, Cosmetics and Toiletries	262.357-018	Beauty Equipment	275.357-010
alesperson, Curtains and Draperies	270.357-022	Sales Representative, Bottles and	
alesperson-Demonstrator, Party Plan	279.357-038	Bottling Equipment	274.357-014
alesperson, Floor Coverings	270.357-026	Sales Representative,	
alesperson, Florist Supplies	275.357-054	Canvas Products	261.357-014
alesperson, Flowers	260.357-026	Sales Representative, Commercial	
alesperson, Flying Squad	279.357-046	Equipment	
alesperson, Furniture	270.357-030	and Supplies	275.357-018
alesperson, General Hardware	279.357-050	Sales Representative, Door-to-Door	291.357-010
alesperson, General Merchandise	279.357-054	Sales Representative, Farm and	
alesperson, Hearing Aids	276.354-010	Garden Equipment	272.357-014
alesperson, Horticultural and		Sales Representative, Food Products	260.357-014
Nursery Products	272.357-022	Sales Representative, Footwear	261.357-018
alesperson, Household Appliances	270.357-034	Sales Representative, Gen-	
alesperson, Infants' and		eral Merchandise	279.357-014
Children's Wear	261.357-046	Sales Representative, Hardware	
alesperson, Jewelry	279.357-058	Supplies	274.357-034
alesperson, Men's and Boys'		Sales Representative, Hobbies	
Clothing	261.357-050	and Crafts	277.357-010
alesperson, Men's Furnishings	261.357-054	Sales Representative, Home	
alesperson, Millinery	261.357-058	Furnishings	270.357-010
alesperson, Musical Instruments		Sales Representative, Hotel	

Sales Representative, Household Appliances	270.357-014
Sales Representative, Industrial Rubber Goods	274.357-042
Sales Representative, Jewelry	279.357-018
Sales Representative, Material-Handling Equipment	274.357-050
Sales Representative, Men's and Boys' Apparel	261.357-022
Sales Representative, Motor Vehicles and Supplies	273.357-022
Sales Representative, Musical Instruments and Accessories	277.357-014
Sales Representative, Novelties	277.357-018
Sales Representative, Paper and Paper Products	279.357-026
Sales Representative, Petroleum Products	269.357-014
Sales Representative, Plastic Products	279.357-030
Sales Representative, Publications	277.357-022
Sales Representative, Recreation and Sporting Goods	277.357-026
Sales Representative, School Equipment and Supplies	275.357-042
Sales Representative, Textile Designs	274.357-066
Sales Representative, Tobacco Products and Smoking	260.357-022
Sales Representative, Toilet Preparations	262.357-014
Sales Representative, Upholstery and Furniture	259.357-026
Sales Representative, Women's and Girls' Apparel	261.357-038
Superintendent, Sales	250.157-010
Telephone Solicitor	299.357-014
Travel Agent	252.157-010
Wedding Consultant	299.357-018

DAP-44
/vending
08.03

GATB Norms

Abilities	Cutting Scores		
	Adult	Grade 10	Grade 9
(Motor Coordination)	85	79	73
(Manual Dexterity)	80	74	71

Occupations in Vending

eddler	291.457-018
hotographer	143.457-010
endor	291.457-022

OAP-45

Hospitality Services

09.01

GATB Norms

Aptitudes	Adult	Cutting Scores	
		Grade 10	Grade 9
G (General Learning Ability)	95	91	88

Occupations in Hospitality Services

Airplane-Flight Attendant	352.367-010
Braker, Passenger Train	910.364-010
Counselor, Camp	159.124-010
Guide	353.367-014
Guide, Establishment	353.367-014
Host/Hostess	352.667-010
Host/Hostess, Dance Hall	349.667-010
Recreation Leader	195.227-014
Steward/Stewardess	350.677-022

OAP-46

Barber and Beauty Services

09.02

GATB Norms

Aptitudes	Adult	Cutting Scores	
		Grade 10	Grade 9
S (Spatial Aptitude)	85	84	82
P (Form Perception)	85	81	76
K (Motor Coordination)	90	84	78
M (Manual Dexterity)	85	79	76

Occupations in Barber and Beauty Services

Barber	330.371-010
Cosmetologist	332.271-010
Hair Stylist	332.271-018

OAP-47
Passenger Services
09.03

GATB Norms

Aptitudes	Adult	Cutting Scores	
		Grade 10	Grade 12
S (Spatial Aptitude)	85	84	82
M (Manual Dexterity)	85	79	76

Occupations in Passenger Services

Bus Driver	912.463-010
Chauffeur	359.673-010
Chauffeur	913.663-010
Instructor, Driving	099.223-010
Taxi Driver	913.463-018

AP-48

Attendant Services

9.05

ATB Norms

Attitudes	Adult	Cutting Scores	
		Grade 10	Grade 9
Motor Coordination)	85	79	73
(Manual Dexterity)	80	74	71

Occupations in Attendant Services

Baggage Checker	357.477-010
Baggage Handler	920.687-014
Baggage Inspector	324.677-010
Baggage Loader	341.677-010
Cafeteria Attendant	311.677-010
Cleaner Helper	319.677-010
Clockroom Attendant	358.677-010
Counter Attendant, Cafeteria	311.677-014
Counter-Supply Worker	319.687-010
Cleaning Room Attendant	311.677-018
Concierge	324.677-014
Elevator Operator	388.663-010
Food Service Worker, Hospital	355.677-010
Hospital Entrance Attendant	355.677-014
Laundry-Room Attendant	335.677-014
Locker-Room Attendant	358.677-014
Musician	331.674-010
Nurse Attendant	350.677-010
Receptionist	357.677-010
Room Cleaner	340.477-010
Room Attendant	358.677-018
Room-Service Clerk	324.577-010
Shoe Shiner	366.677-010
Ticket Taker	344.667-010
Waiter	344.677-014

OAP-49

Social Services

10.01

GATB Norms

Aptitudes	Adult	Cutting Scores	
		Grade 10	Grade 9
G (General Learning Ability)	105	101	98
V (Verbal Aptitude)	100	97	93
N (Numerical Aptitude)	100	94	93
Q (Clerical Perception)	95	91	87

Occupations in Social Services

Case Aide	195.367-010
Caseworker	195.107-010
Christian Science Practitioner	129.107-014
Clergy Member	120.007-010
Counselor	045.107-010
Director of Counseling	045.107-018
Director of Religious Activities	129.107-018
Educational Therapist	094.227-010
Group Worker	195.164-010
Parole Officer	195.167-030
Probation Officer	195.167-034
Psychologist, Clinical	045.107-022
Psychologist, Counseling	045.107-026
Psychologist, School	045.107-034
Residence Counselor	045.107-038
Social Group Worker	195.107-022
Social Worker, Delinquency Prevention	195.107-026
Social Worker, Psychiatric	195.107-034
Social Worker, Medical	195.107-030
Social Worker, School	195.107-038
Teacher, Blind	094.227-014
Teacher, Deaf	094.224-010
Teacher, Handicapped Students	094.227-018
Teacher, Mentally Retarded	094.227-022
Veterans Contact Representative	187.167-108
Vocational-Rehabilitation Counselor	045.107-042

DAP-50 **Nursing, Therapy and** **Specialized Teaching** **Services** **0.02**

ATB Norms

Aptitudes	Cutting Scores		
	Adult	Grade 10	Grade 9
(General Learning Ability)	105	101	98
(Verbal Aptitude)	100	97	93

Occupations in Nursing, Therapy, **and Specialized Teaching Services**

Therapist	076.127-010
Dental Hygienist	078.361-010
Emergency Medical Technician	079.374-010
Physiotherapist	079.157-010
Industrial Therapist	076.167-010
Musical Therapist	076.127-014
Nurse Anesthetist	075.371-010
Nurse, General Duty	075.374-010
Nurse, Head	075.127-018
Nurse, Instructor	075.121-010
Nurse, Licensed Practical	079.374-014
Nurse, Office	075.374-014
Nurse, Private Duty	075.374-018
Nurse, School	075.124-010
Nurse, Staff, Community Health	075.124-014
Nurse, Staff, Occupational	
Health Nursing	075.374-022
Nurse, Supervisor	075.127-022
Nurse, Supervisor, Community-	
Health Nursing	075.127-026
Occupational Therapist	076.121-010
Occupational Therapy Assistant	076.364-010
Therapist	079.371-014
Physical Therapist	076.121-014
Physical Therapist Assistant	076.224-010
Physician Assistant	079.364-018
Podiatric Assistant	079.374-018
Program Aide, Group Work	195.227-010
Radiologic Technologist	078.362-026
Recreational Therapist	076.124-014
Respiratory Therapist	079.361-010
Teacher, Kindergarten	092.227-014
Teacher, Preschool	092.227-018

OAP-51

Child and Adult

Care

10.03

GATB Norms

Aptitudes	Cutting Scores		
	Adult	Grade10	Grade 9
G (General Learning Ability)	95	91	88

Occupations in Child and Adult Care

Ambulance Attendant	355.374-010
Attendant, Children's Institution	359.677-010
Birth Attendant	354.377-010
Child-Care Attendant, School	355.674-010
Child Monitor	301.677-010
Children's Tutor	099.277-010
Companion	309.677-010
Dental Assistant	079.371-010
Electrocardiograph Technician	078.362-018
Electroencephalographic Technologist	078.362-022
Foster Parent	309.677-014
Guard, School-Crossing	371.567-010
Home Attendant	354.377-014
Medical Assistant	079.367-010
Nurse Aide	355.674-014
Nurse, Practical	354.374-010
Nursery School Attendant	359.677-018
Occupational Therapy Aide	355.377-010
Orderly	355.674-018
Physical Therapy Aide	355.354-010
Playroom Attendant	359.677-026
Psychiatric Aide	355.377-014
Surgical Technician	079.374-022

OAP-52

Mathematics and Statistics

11.01

GATB Norms

Aptitudes	Adult	Cutting Scores	
		Grade 10	Grade 9
G (General Learning Ability)	115	111	107
V (Verbal Aptitude)	100	97	93
N (Numerical Aptitude)	110	104	103
S (Spatial Aptitude)	100	99	96

Occupations in Mathematics and Statistics

Actuary	020.167-010
Consultant	189.167-010
Engineering Analyst	020.067-010
Financial Analyst	020.167-014
Manager, Electronic Data Processing	169.167-030
Mathematical Technician	020.162-010
Operations-Research Analyst	020.067-018
Programmer, Business	020.162-014
Programmer, Chief, Business	020.167-018
Programmer, Engineering and Scientific	020.167-022
Statistician, Applied	020.167-026
Statistician, Mathematical	020.067-022
Systems Analyst, Electronic Data Processing	012.167-066

OAP-53

Educational and Library Services

11.02 (Data Codes 1-2)

GATB Norms

Aptitudes	Adult	Cutting Scores	
		Grade 10	Grade 9
G (General Learning Ability)	100	96	93
V (Verbal Aptitude)	100	97	93
N (Numerical Aptitude)	95	90	88
Q (Clerical Perception)	100	96	92

Occupations in Educational and Library Services

Acquisition Librarian	100.267-010
Bookmobile Librarian	100.167-014
Children's Librarian	100.167-018
Community Dietitian	077.127-010
Counselor	045.107-010
County-Agricultural Agent	096.127-010
County Home Demonstration Agent	096.121-010
Dean of Students 1	090.117-010
Dean of Students 2	091.107-010
Dietitian, Teaching	077.127-022
Director, Religious Education	129.107-022
Faculty Member, College or University	090.227-010
Four-H Club Agent	096.127-022
Home Economist	096.121-014
Instructor, Correspondence School	099.227-014
Instructor, Extension Work	090.227-018
Instructor, Physical Education	099.224-010
Instructor, Vocational Training	097.227-014
Librarian	100.127-014
Librarian, Special Collections	100.267-014
Librarian, Special Library	100.167-026
Media Specialist, School Library	100.167-030
Teacher, Adult Education	099.277-030
Teacher, Elementary School	092.227-010
Teacher, Industrial Arts	091.221-010
Teacher, Secondary School	091.227-010
Training Representative	166.227-010
Tutor	099.227-034
Young-Adult Librarian	100.167-034

DAP-54

Educational and Library Services

Data Code 3)

ATB Norms

Abilities	Cutting Scores		
	Adult	Grade 10	Grade 9
(General Learning Ability)	95	91	88
(Clerical Perception)	95	91	87

Occupations in Educational and Library Services

Catalog Librarian	100.387-010
Classifier	100.367-014
Film-or-Tape Librarian	222.367-026
Homemaker	309.354-010
Library Assistant	249.367-046
Music Librarian	100.367-022
Teacher Aide 1	099.327-034
Bibliographer	100.367-010
Career-Guidance Technician	249.367-014
Film Rental Clerk	295.367-018

OAP-55

Social Research

11.03 (Data Codes 0-1)

GATB Norms

Aptitudes	Adult	Cutting Scores	
		Grade 10	Grade
G (General Learning Ability)	110	106	102
V (Verbal Aptitude)	100	97	93
N (Numerical Aptitude)	105	100	98

Occupations in Social Research

Anthropologist	055.067-010
Archeologist	055.067-018
Archivist	101.167-010
Ethnologist	055.067-022
Historian	052.067-022
Occupational Analyst	166.067-010
Political Scientist	051.067-010
Psychologist, Developmental	045.061-010
Psychologist, Educational	045.067-010
Psychologist, Engineering	045.061-014
Psychologist, Experimental	045.061-018
Psychologist, Industrial-Organizational	045.107-030
Psychologist, Social	045.067-014
Research Worker, Social Welfare	054.067-010
Scientific Linguist	059.067-014
Sociologist	054.067-014
Urban Planner	199.167-014

OAP-56

Social Research

11.03 (Data Codes 2-3)

GATB Norms

Aptitudes	Cutting Scores		
	Adult	Grade 10	Grade 9
G (General Learning Ability)	100	96	93
V (Verbal Aptitude)	100	97	93
N (Numerical Aptitude)	95	90	88
Q (Clerical Perception)	100	96	92

Occupations in Social Research

City Planning Aide	199.364-010
Employment Interviewer	166.267-010
Intelligence Specialist	059.267-010
Job Analyst	166.267-018
Prisoner-Classification Interviewer	166.267-022
Research Assistant	109.267-010

OAP-57

Law

11.04 (Data Code 1)

GATB Norms

Aptitudes	Adult	Cutting Scores	
		Grade 10	Grade 9
G (General Learning Ability)	110	106	102
V (Verbal Aptitude)	100	97	93
N (Numerical Aptitude)	105	100	98

Occupations in Law

Arbitrator	169.107-010
District Attorney	110.117-010
Judge	111.107-010
Lawyer	110.107-010
Lawyer, Admiralty	110.117-018
Lawyer, Corporation	110.117-022
Lawyer, Criminal	110.107-014
Lawyer, Patent	110.117-026
Lawyer, Real Estate	110.117-034
Tax Attorney	110.117-038

OAP-58

Law

11.04 (Data Code 2)

GATB Norms

Aptitudes	Adult	Cutting Scores	
		Grade 10	Grade 9
G (General Learning Ability)	100	96	93
V (Verbal Aptitude)	100	97	93
N (Numerical Aptitude)	95	90	88
Q (Clerical Perception)	100	96	92

Occupations in Law

Abstractor	119.267-010
Conciliator	169.207-010
Legal Investigator	119.267-022
Paralegal Assistant	119.267-026
Appeals Referee	119.267-014

OAP-59

Business Administration

11.05

GATB Norms

Aptitudes	Adult	Cutting Scores	
		Grade 10	Grade 9
G (General Learning Ability)	105	101	98
V (Verbal Aptitude)	95	92	89
N (Numerical Aptitude)	100	94	93
Q (Clerical Perception)	100	96	92

Occupations in Business Administration

Administrative Assistant	169.167-010	Manager, Operations	184.117-050
Association Executive	189.117-010	Manager, Personnel	166.117-018
Business Manager, College or University	186.117-010	Manager, Procurement Services	162.167-022
Business Representative, Labor Union	186.167-018	Manager, Sales	163.167-018
Civil Preparedness Officer	188.177-022	Manager, Station	184.117-062
Commissioner, Public Works	188.117-030	Manager, Traffic	184.167-094
Dietitian, Chief	077.117-010	Manager, Utility Sales and Service	163.167-022
Director, Industrial Relations	166.117-010	Postmaster	188.167-066
Director, Operations	184.167-018	President	189.117-026
Director, Program	184.167-030	President, Financial Institution	186.117-054
Director, Safety Council	188.167-034	Purchasing Agent	162.157-038
Director, Service	189.167-014	Registrar, College or University	090.167-030
Director, Sports	184.167-034	Security Officer	189.167-034
Director, Unemployment Insurance	188.117-094	Superintendent, Division	184.167-158
District Adviser	187.117-022	Superintendent, Plant Protection	189.167-050
Editor, Managing, Newspaper	132.017-010	Supervisor, Terminal Operations	184.167-242
Executive Chef	187.161-010	Vice President	189.117-034
Executive Vice President, Chamber of Commerce	187.117-030	Vice President, Financial Institution	186.117-078
Financial-Aids Officer	090.117-030	Wholesaler 1	185.167-070
Freight-Traffic Consultant	184.267-010		
Manager, Airport	184.117-026		
Manager, Benefits	166.167-018		
Manager, Branch	183.117-010		
Manager, Brokerage Office	186.117-034		
Manager, City	188.117-114		
Manager, Compensation	166.167-022		
Manager, Credit Card Operations	186.167-022		
Manager, Credit Union	186.167-026		
Manager, Employment	166.167-030		
Manager, Export	163.117-014		
Manager, Financial Institution	186.117-038		
Manager, Housing Project	186.167-030		
Manager, Industrial Organization	189.117-022		

OAP-60

Finance

11.06

GATB Norms

Aptitudes	Adult	Cutting Scores	
		Grade 10	Grade 9
G (General Learning Ability)	110	106	102
V (Verbal Aptitude)	95	92	89
N (Numerical Aptitude)	105	100	98
Q (Clerical Perception)	100	96	92

Occupations in Finance

Accountant	160.167-010
Accountant, Budget	160.167-014
Accountant, Cost	160.167-018
Accountant, Tax	160.162-010
Appraiser	188.167-010
Auditor	160.162-014
Auditor, County or City	160.167-030
Auditor, Tax	160.167-038
Broker-and-Market Operator, Grain	162.157-010
Broker's Floor Representative	162.157-014
Budget Officer	161.117-010
Controller	186.117-014
Foreign-Exchange Trader	186.167-014
Manager, Credit, and Collection	168.167-054
Market-Research Analyst 1	050.067-014
Operations Officer	186.167-050
Reserve Officer	186.167-054
Revenue Agent	160.167-050
Risk and Insurance Manager	186.117-066
Sales Agent, Securities	251.157-010
Securities Trader 1	162.157-042
Securities Trader 2	186.167-058
Treasurer	161.117-018
Treasurer, Financial Institution	186.117-070
Trust Officer	186.117-074
Underwriter	169.167-058

OAP-61

Services Administration

11.07

GATB Norms

Aptitudes	Adult	Cutting Scores	
		Grade 10	Grade 9
G (General Learning Ability)	105	101	98
V (Verbal Aptitude)	95	92	89
N (Numerical Aptitude)	100	94	93
Q (Clerical Perception)	100	96	92

Occupations in Services Administration

Academic Dean	090.117-010
Administrator, Hospital	187.117-010
Administrator, Social Welfare	195.117-010
Business-Enterprise Officer	188.117-014
Community Organization Worker	195.167-010
Curator	102.017-010
Department Head, College or University	090.167-010
Director, Athletic	090.117-022
Director, Community Organization	187.117-014
Director, Educational Program	099.117-010
Director, Institution	187.117-018
Director, Instructional Material	099.167-018
Director, Nursing Service	075.117-022
Director of Admissions	090.167-014
Director, Special Education	094.117-014
District Extension Service Agent	096.161-010
Educational Specialist	099.167-022
Extension Service Specialist	096.127-014
Field Representative	189.267-010
Library Director	100.117-010
Manager, Education and Training	166.167-026
Medical-Record Administrator	079.167-014
Park Naturalist	049.127-010
President, Educational Institution	090.117-034
Principal	099.117-018
Public Health Educator	079.117-014
Superintendent, Recreation	187.117-054
Superintendent, Schools	099.117-022
Supervisor, Education	099.117-026
Welfare Director	188.117-126

OAP-62
Communications
11.08

GATB Norms

Aptitudes	Cutting Scores		
	Adult	Grade 10	Grade 9
G (General Learning Ability)	100	96	93
V (Verbal Aptitude)	100	97	93
N (Numerical Aptitude)	95	90	88
Q (Clerical Perception)	100	96	92

Occupations in
Communications

Columnist/Commentator	131.067-010
Director, News	184.167-014
Editorial Assistant	132.267-014
Editor, Dictionary	132.067-018
Editor, News	132.067-026
Editor, Newspaper	132.017-014
Interpreter	137.267-010
Newscaster	131.267-010
Newswriter	131.267-014
Reporter	131.267-018
Residence Supervisor	187.167-186
Translator	137.267-018
Writer, Technical Publications	131.267-026

OAP-63 Promotion 11.09

GATB Norms

Aptitudes	Adult	Cutting Scores	
		Grade 10	Grade 9
G (General Learning Ability)	105	101	98
V (Verbal Aptitude)	95	92	89
N (Numerical Aptitude)	100	94	93
Q (Clerical Perception)	100	96	92

Occupations in Promotion

Account Executive	164.167-010
Director, Fundraising	165.117-010
Fashion Coordinator	185.157-010
Foreign-Service Officer	188.117-106
Fund Raiser 1	293.157-010
Goodwill Ambassador	293.357-018
Lobbyist	165.017-010
Manager, Advertising	163.167-010
Manager, Advertising	164.117-010
Manager, Promotion	163.117-018
Membership Director	189.167-026
Public Relations Representative	165.067-010

OAP-64 Regulations Enforcement 11.10

GATB Norms

Aptitudes	Adult	Cutting Scores	
		Grade 10	Grade 9
G (General Learning Ability)	105	101	98
N (Numerical Aptitude)	95	90	88
Q (Clerical Perception)	95	91	87

Occupations in Regulations Enforcement

Animal Treatment Investigator	379.263-010
Customs Inspector	168.267-022
Deputy Insurance Commissioner	186.117-022
Director, Consumer Affairs	188.117-050
Equal-Opportunity Representative	168.167-014
Fire Inspector	373.267-010
Food and Drug Inspector	168.267-042
Health Officer, Field	168.167-018
Immigration Inspector	168.167-022
Industrial Hygienist	079.161-010
Inspector, Agricultural Commodities	168.287-010
Investigator	168.267-062
Mine Inspector	168.267-074
Revenue Officer	188.167-074
Safety Coordinator	909.127-010
Safety Inspector	168.167-078
Safety Inspector	168.264-014
Sanitarian	079.117-018
Shopping Investigator	376.267-022

OAP-65 Business Management 11.11

GATB Norms

Aptitudes	Adult	Cutting Scores	
		Grade 10	Grade 9
G (General Learning Ability)	100	96	93
V (Verbal Aptitude)	95	92	89
N (Numerical Aptitude)	95	90	88
Q (Clerical Perception)	100	96	92

Occupations in Business Management

Commissary Manager	185.167-010	Superintendent, Laundry	187.167-194
Conductor, Passenger Car	198.167-010	Superintendent, Maintenance	
Conductor, Road Freight	198.167-018	of Equipment	184.167-178
Director, Camp	195.167-018	Superintendent, Terminal	184.167-214
Director, Food Services	187.167-026	Yard Manager	184.167-278
Director, Funeral	187.167-030		
Director, Recreation Center	195.167-026		
Executive Housekeeper	187.167-046		
Manager, Apartment House	186.167-018		
Manager, Automobile Service Station	185.167-014		
Manager, Barber or Beauty Shop	187.167-058		
Manager, Bus Transportation	184.167-054		
Manager, Cemetery	187.167-074		
Manager, Distribution Warehouse	185.167-018		
Manager, Food Service	187.167-106		
Manager, Golf Club	187.167-114		
Manager, Hotel or Motel	187.117-038		
Manager, Insurance Office	186.167-034		
Manager, Liquor Establishment	157.167-126		
Manager, Machinery-or-Equipment			
Rental and Leasing	185.167-026		
Manager, Meat Sales and Storage	185.167-030		
Manager, Parts	185.167-038		
Manager, Property	186.167-046		
Manager, Recreation Establishment	187.117-042		
Manager, Retail Store	185.167-046		
Manager, Sales	187.167-138		
Manager, Service Department	187.167-142		
Manager, Skating Rink	187.167-146		
Manager, Station	184.167-082		
Manager, Storage Garage	187.167-150		
Manager, Theater	187.167-154		
Manager, Tobacco Warehouse	185.167-054		
Manager, Traffic	184.117-066		
Manager, Truck Terminal	184.167-110		
Manager, Vehicle Leasing and Rental	187.167-162		

OAP-66

Contracts and Claims

11.12

GATB Norms

Aptitudes	Adult	Cutting Scores	
		Grade 10	Grade 9
G (General Learning Ability)	100	96	93
V (Verbal Aptitude)	95	92	89
N (Numerical Aptitude)	95	90	88
Q (Clerical Perception)	100	96	92

Occupations in Contracts and Claims

Appraiser, Automobile Damage	241.267-014
Artist's Manager	191.117-010
Booking Manager	191.117-014
Claim Adjuster	241-217-010
Claim Examiner	241.267-018
Contract Administrator	162.117-014
Contract Specialist	162.117-018
Contractor	182.167-010
Escrow Officer	119.367-010
Lease Buyer	191.117-030
Literary Agent	191.117-034
Manager, Customer Service	168.167-058
Property-Utilization Officer	188.117-122
Real-Estate Agent	186.117-058
Rental Manager, Public Events Facilities	186.117-062
Right-of-Way Agent	191.117-046
Right-of-Way Supervisor	191.117-050

